HANDBOOK OF

VIVA VOCE & INTERVIEWS

Pakistan's first publication designed to meet the requirements of the candidates appearing before the Public Service Commission and Examining Boards for Interview (Viva Voce).

CAREERS

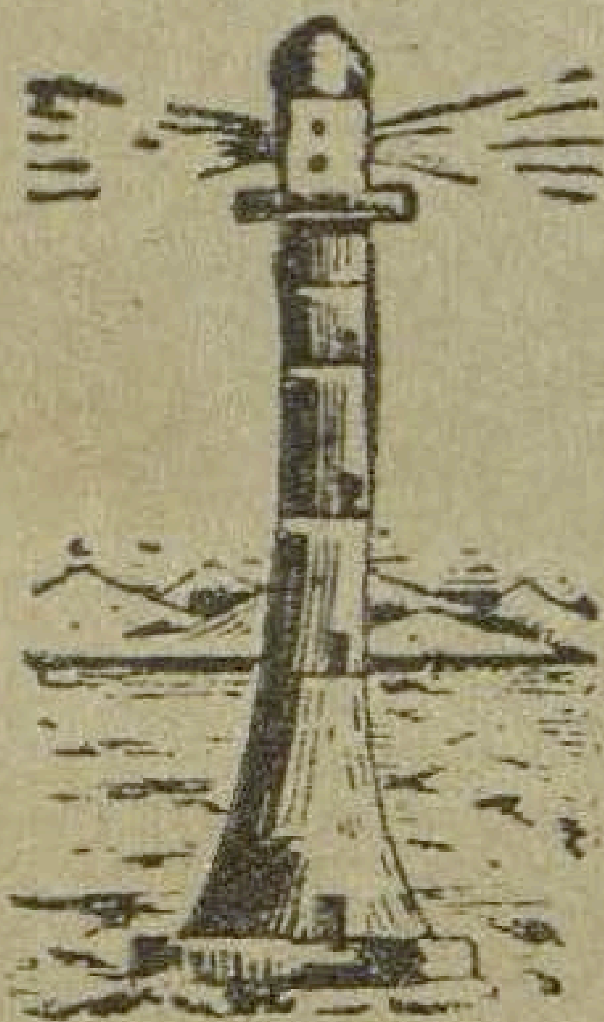
K. M. Rafi

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[Revised and Enlarged Edition]



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PREFACE

The importance of the *Viva* cannot be overemphasised. As it is difficult for all candidates to obtain the necessary advice, unless the services of a competent coach are secured, it has been found that the only way to give such advice is in the form of a book, such as is here offered. *No other compilation of this kind exists on the market* and every effort has been made to make it a useful and invaluable source of information for the examinations for which it has been written. Some of the chapters are based on actual experience of questions asked, and altogether the book can safely be recommended.

A book of this kind is suited not only to the needs of examinees but to every one who wishes to develop the capacity for self-expression and logical thinking.

It should be noted that this book of *Viva Voce* is the *first* of its kind, in Pakistan, and since *Viva Voce* occupies the first place in all competitive examinations, as the obligatory subject (it carries from 200 to 500 marks), the possession of this book is a vital necessity. Others may follow and imitate—imitation is the sincerest form of flattery—but none will, for all the reasons, surpass the excellence of this *original* publication; it will always be "the standard Book". Therefore without hesitation or qualification, we are glad to offer it to every prospective candidate for competitive examinations (and to those, too, who wish to benefit themselves by, "self-education"), content in the knowledge that this book is what it lays claim to be: "*The examinee's indispensable companion.*"

Publishers

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INTRODUCTION

By Sir T. Vijayaraghavacharya

[**The Trials of a '*Viva Voce*' Examination**" was once the subject of a broadcast talk by Sir T. Vijayaraghavacharya, who has been a member of the public Service Commission and who, as Vice Chairman of the Council of Agricultural Research, had to conduct several tests. In the course of his talk he recalled many humorous sides of these *viva voce* tests.]

Sir T. Vijayaraghavacharya said : "For many years of my life I have had to conduct *viva voce* examinations, either in connection with a general educational or academical qualification or with appointments to services or the filling of specific posts in the course of which candidates had to be interviewed. Broadly speaking, there are two different purposes which a *viva voce* examiner sets before himself, and the method of examination, differs according to the purpose. In one case the object is to test the range and the accuracy of the candidate's knowledge of a given subject. The procedure then is for the *viva* to follow the written examination for the examiner to take up the candidate's written answers and cross-examine him on them. It is a most effective method of exposing the man who has only a superficial and shallow knowledge of the subjects and tries to cover it up by pretentious phrases. I have seen the deadly effect of a *viva* in such cases.

"I can recall the case of a candidate who in a written paper on State Finance had ventured the statement that if he was responsible for finances he would reduce the Military budget straightway. When it came to the *viva* he was unable to tell me what the actual size of the Army in a State was, what were the various arms of which it was composed, and where he would make the reduction.

The New Method

'The second method is now the one more generally in use It has no reference to the examiner's written answers; in fact the oral examiner is a different man from the one who examines the scripts, and the object in view is not to discover the candidate's knowledge of any particular subject, which is tested by means of written papers but to ascertain his mental alertness, his general knowledge and intelligence and the breadth of his outlook, and to obtain an impression of his personality. This is a harder test both for the examiner and examinee, and the possibilities of the examinee making a mistake are greater. Also where the *viva* is eonducted not only by a single examiner but by a Board, as is now usually the case, there is room for wide variations amongst the member composing the Board.

"I have deliberately put the title of this talk as 'the Trials of a *Viva Voce* Examination' and not as the 'Trials of a *Viva Voce* Examinee' because the examiner has his trials as well as the examinee. The examiner is, of course, generally speaking, more favourably situated Sometimes when I put a question to the candidate which he could not answer, the more venturesome of that class have asked me what was my answer. I could always get out of it by telling them that they were there to be examined not I. It is, however not wise for the examiner always to rely on the fact that he is the predominant partner in the concern.

'I remember, once at a *viva voce* Board, one of my colleagues put a spirited young man who, when asked what was his strong point, had answered that it was English Literature a series of questions which had no bearing on his favourite subject. He was called upon to tell the quantity in inches of the rainfall in the capital of province from which he came, then the total figures of the provincial Government's budget, the amount of revenue derived from the taxation on land and the strength of the police force. The young man had to confess ignorance on every one of these. I could see his temper rising The last straw was when he was asked what was the most direct route of railway which

would take him from Allahabad, which was the scene of the examination, to Karachi · He replied : 'If ever I have the misfortune to have to go from Allahabad to Karachi, I should consult the railway guide.' The candidate was passed on to the next member of the Board.

"I have not come across myself the specimen of the impudent examinee who makes up for his lack of knowledge by his self-assurance. I have, however, heard the story of a candidate who was asked at a medical *viva voce* what he would do if a man was blown up by gun-powder. 'I should wait till he comes down,' was the answer. The next question was. 'What muscles would I put in motion if I knocked you down for so impertinent an answar?' The candidate cool in his assurance replied : 'The muscles of my arm for I should knock you down in turn.'

"The opposite type of candidate who tries to ingratiate himself into the examiner's good grace by appealing to his vanity is also uncommon. There is, however, the well-known story of the bright lad, a candidate for the Navy who was being interviewed by a Board of Naval officers presided over by a full-blown admiral. One of the questions put to him was to name the six most famous admirals in English history. He duly mentioned Drake, Raleigh, Blake, Nelson and Vincent and for the sixth name he turned to the member of the Board nearest to him and said : I forget the name of the chairman of this Board. Could you kindly tell me, because he is the sixth ?'

"The trials of the examinee are naturally larger than those of the examiner, but there is always the humorous side of things, and it is marvellous what the Chairman of a *viva voce* Board endowed with a gift of humour can do to put the candidates at ease and create an atmosphere in which the best can be drawn out of them. I recall the case of the young man who was asked what was his favourite daily newspaper. He named a well-known journal circulating in Northern India. In order to discover his interests he was asked what was the first thing he turned to when he opened his paper ; was it the foreign telegrams, or the

Indian news or the leading articles? The unexpected reply came, 'The advertisements.' When asked for the reason for this rather uncommon preference. he said 'I am 23. I am still unmarried. My paper is full of matrimonial advertisements. That is why I see them first.'

The Clever Examinee

"There was then the candidate who had made a special study of political science He was questioned as to why when Cabinets were being formed in England often the gentleman chosen for the War Office was one who had probably never handled a gun in his life and the gentleman selected to be the Secretary of State for India had probably never been in India. The answer was that it was an ingenious device meant to keep the real power in the hands of the permanent officials. If the minister had first-hand knowledge of his subject, he would act off his own bat!

"A third candidate was the son of a Minister in the United Provinces He was asked what career he would take up if he did not get into the service for which he was being examined. He said he would stand for election of the local Legislative Council. The next question was: 'What party would you join?' The rather frank answar was: 'It all depends on the party prospects at the time. I shall join that party which is likely to command the majority in the Council.'

"There are, of course. the cases of the unsophisticated young men who return answers in pure ignorance Geography is often a stumbling block and I gathered at a recent visit to educational institutions in England that the subject is no more popular there than it is hitherto. I asked a candidate for one of the all-India services what Pusa was noted for. He answered: 'For its leaning tower' an answer which. though incorrect at the time. was justified five years later by the greater Bihar earthquake.

"Another was asked to say what 'isobars' were. He thought for a few minutes and then the English habit of making a compound word out of the first syllable of one

name and the last syllable of another name, exemplified in the contraction of the "Montague Chelmsford" Report into the 'Montford' Report suggested to him the answer: "Large masses of ice from the Polar region, drifting to the Nicobar Islands It is needless to remind the intelligent listener in that isobar lines on a map of the world are lines denoting equal degree, of atmospheric pressure."

GENERAL REMARKS

In the case of examinations in which the written papers precede the interview, there will be certain questions which the candidate may not have answered very well. The examinee will find it useful to make a note of such weaknesses in each of the papers, because it is possible he may be put questions on the deficiencies or faults that crept in the solution of his papers due to ignorance or want of time or for other reasons. The interviewing Board may like to know whether you are capable of showing any improvement over the written matter you have already submitted. This, of course, will be the case when direct and persistent questions are put to the candidate about his written papers. But it is understood that he will go out of his way if he vaunts his weaknesses in the hope of being able to show his capacity for improvement. When, however, the interview *precedes* the written examination, the Examiners are likely to pay more attention to considerations of the following kinds, which have a bearing rather on *personality. Dress, Deportment, Manner and Confidence in answering questions of a general and wide character, e g.—*

(*a*) **Manner.**

As the candidate enters and leaves the room, he should not betray any suggestion either of boldness, shyness, or nervousness, although modesty in commendable. These defects can be overcome if the candidate will follow a short and systematic course with a "Personality" Adviser or Psychologist. (Information can be had from 'Careers' office.)

(*b*) Deportment, Confidence and Pesonality.

When summoned, the candidate should enter quietly and stand idside the door, taking care to close it behind him and to pause until the chairman invites him to advance to the Examiner's table. When he is within a few feet of the Examiners, he should incline his head slighty towards the Chairman and, bid him either 'Good morning' or 'Good afternoon,' according to the time of the day. He must on no account seek to shake hands with the Chairman! Once he is seated he should place his heels together and sit comfortably erect and with his body partially relaxed, his hands placed one over the other, easily, in his lap. When being asked a question it is advisable that he should lean slightly forwerd in order to hear every word that is put to him. On no account should the candidate sit too stiffly or too slackly, and he should not cross his legs or shake his foot.

(*i*) The candidate will find it convenient to look at a point about twelve inches above the Chairman's head, unless he is answering a question, when of course, his eyes should frankly and clearly meet the questioner's eyes. He should look as pleasant as he can without making his mouth, chin, and neck rigid and stiff.

(*ii*) Should the Examiners consult each other, in his presence, he should make no attempt to overhear their remarks by straining his eyes to follow the movement of their lips and he should be able, naturally, to assume a detached look.

(*iii*) At the conclusion of the interview he should rise straight up from his chair without resting on any support, and bow to the Chairman expressing, his thanks, not omitting again to bid 'Good morning' as he turns to leave the room. Before leaving the table, he should push his chair back into the position in which he found it when he entered and after passing through the door he should close it behind him gently and then go right away and not hang about expectantly or get into consulation or conversation with office peons in the vicinity.

(c) Dress and Appearance.

Appearances being unchangeable, it is nevertheless possible to show them up in an attractive manner. There is no fixed method of doing it. Ultimately it will d upon the sort of interviewers one is going to face. I Public Service Commission interviews, it is now a well tradition almost always to appear in European clothes there are European clothes and European clothes. A and a pant will make European dress : without a tie not constitute a dress for the C. S. P. interview. It suggested by one that a "black, dark or navy suit with a and sober colour matching tie, and clean white collar, black shoes and black socks and a clean white handke is the nearest mode of dress." For whom ? Surely n one with a dark complexion. A Madrasi ought to av And it need not *absolutely* match, so much as to crea impression upon the examiner as if you had to spend over getting it ready. Dress must be neat, trim, well p and attractive. It need not be expensive or brand-ne it certainly should not be gaudy. It is best if you f home in it and if it does not convey the idea to the exa that you have worn it for the first time and have got it cially prepared for the interview. Interviewers are inte men and they can see through the game. "Be natur the advice here as in fact throughout the test. It found useful if familiarity with European dress is ac in college life.

For the rest, no cigarette or hat inside the room necessary oil on the well-brushed hair, little scent a flowers in button holes.

It is the manner, deportment, dress and speech candidate which determine his fate in the 'Personality ...-view." Even some of the most cultured candidates very often are overcome either by shyness or nervousness because they are unfamiliar with these things and imagine that something unsual is expected of them on these occasions. The simplest advice, however, is "*Be Natural*".

(*d*) Nature of Answers.

In answering questions the candidate should listen most carefully to what he is asked and only answer these. Very often, quite able candidates spoil a good chance by supplying information which has not been required in order, so they think, to impress the Examiner. *This is fatal*. An answer should not be abrupt nor too wordy. For instance, if the question is: "Where were you educated?" The candidate should answer somewhat thus: "I obtained my schooling at the Government High School Delhi, and then and then proceeded to Government College, Lahore for higher studies." No further information should be tendered at this stage since it has not been asked, and it may appear as trying to impress them with his owu importance if he tells them further that he had obtained 'such and such' high qualifications, which of course, they possible know already from the candidate's application before them. If the Examiners desire to ask such a question, there will be time enough for the candidate to answer it. Or again supposing the question asked is: "What is your social standing?" The simplest answer is "My father is (or was) in the Agriculture Department in the Punjab and my family has, for some time occupied a good social position." Further details as to the salary earned by the father or more intimate details of services of relatives should not be given unless specifically required.

(*e*) Precaution.

A further general precaution is necessary at this point: if a candidate happens to know someone who is a friend of one of the Interviewing Board, he should, on no account, prior to the interview, approach him, with a request to speak to the Examiner in question, as there is nothing more definitely likely to injure his present chances of success, as well as his whole future career, than this attempt to obtain undue influence through such sources. Candidates are often misled to think that this is not an invariable rule and that because they have heard that 'so and so' has done such a thing and has succeeded, that no emphasis is placed on the definite direc-

tion: *'Canvassing disqualifies.'* This rule, however, is very strictly enforced and a candidate may be assured that what merit cannot achieve for him In a Public Service examination, influence certainly cannot.

(*f*) **Language & Speech.**

The candidate would remember that both in his written and in his oral work he must use language that is simple and direct. Of course it must be remembered that 'simple' language is not the same thing as 'childish' language, nor should he confuse the fact that by using long words he is impressing the examiners by his learning ; a long word used wrongly, even though it may be in the slightest degree, will immediately lead the examiners to detect the 'shallowness' of candidate and they will be inclined to reach the conclusion that he is, very possible, unsound too, in his critical 'faculty.' The *accent* of the candidate is of the greatest importance. It is naturally difficult for the average Pak student to cultivate a good and cultured English accent, but every person who learns a foreign language can, at least, make an attempt to improve the quality and tone of his voice and his inflection, by regular practice and by frequent association with cultured elements of the people whose mother tongue he is himself acquiring. The only further advice that can be given here to improve the accent is that a student will find it useful to read aloud, to himself, slowly and deliberately for 10 minutes each day, from any standard book of English prose or poetry, and preferably before a mirror, watching the formation of his lips as they form the *vowel* sounds.

Public Examiners, even in England, have deplored the fact that very many University English candidates do not reach a high standard of clearness and fluency in speech, because they fa l to place the right value on vowel sounds. It is now also becoming increasingly common to find educated men making equally bad faults through not giving full value to the consonants of English speech. Let the candidate, therefore, remember that half the success of an interview depends on his "presentation and use of words." He

can test himself by getting stenographer friend to take down a short *extempore* speech each day, and in this way he will soon discover whether he speaks distinctly or not as his friend will either write freely, if he hears each word distinctly, or he will be obliged to interrupt and ask for a repetition.

An invaluable instrument for the improvement of pronunciation is provided these days by the radio. The speakers on radio, especially those broadcasting the news items, may be depended upon to give the latest and up-to-date modes of pronouncing words. Continuously listening to the radio is "twice blessed" it improves the pronunciation and incidently provides the candidate with an excellent "hobby" of which, as has been said elsewhere in this book, he can make a most profitable use before the Interviewing Board. It will be found that there are numerous common words that we speak or read almost daily, and which we pronounce in a fantastic manner. The reader may verify whether he can pronounce correctly such words as *Maginot Line*, *combatant*, *communique*, *ammunition*. Very-common these may be, but we dare say that fifty per cent of our readers will *not* pronounce them correctly. It is, of course, only too true that the English language is a foreign tongue, which we are not expected to speak with the aptitude of an Englishman. It is equally true, though not confessed generally that in most colleges not only proper attention is not given to pronunciation, but also the professors *themselves* are in many cases devoid of the necessary qualities of a good speaker. The students are thus bereft of the right of association with standard speech, and suffer more through ignorance than through any personal deficiency. In such cases, the advice given in the foregoing paragraph viz., to read passages aloud for ten m nutes or so, will not avail, as this might mean simply perpetuating the former faults. Our recommendation in the last resort is as follows :—

1. Listen to the radio.
2. Go to English pictures occasionally.
3. Read passages aloud before a friend or a coach who speaks well.

4. Look up the dictionary *whenever* you are in doubt. Like most other things in life, pronunciation is an art !

HOBBIES

Practical experience of more than one competitive examination shows that it has become almost an invariable practice on the part of the Interviewing Board to put questions on hobbies. Hobbies have something peculiarly personal about them. More than anything else they reveal at least one important fact of human individuality. Through these the examiner tries not only to make you talk over something of genuine personal interest but also tries to make a direct approach to your personality. If one cardinal aim of interviews is to know the man at first hand, then there is nothing like a hobby to do it. It may be taken for granted that modern oral tests, especially in public service commission examinations, tend to ascertain the individual and intrinsic worth of the candidate, and it is therefore not surprising that stress is laid in such tests of his pastime and hours of leisure.

And, now, what is this hobby ? It is what you pursue for its own sake and through no unilitarian motives, and which has more or less a purely artistic value. Out of many good things we have learnt from the West, hobby is one. The Westerner has taught us that life is not merely a wage-earning drudgery. It is only when it contains moments of disinterested joy that it acquires the charm which makes it worth living.

Because the range of hobbies is incredibly wide, almost every one is, theoretically at least, in a position to have one. Stamp-collecting, photography, solving puzzles, shooting, riding,singing or playing on musical instruments are a few pastimes which readily suggest themselves as lying within the reach of a university student. Some have a hobby to collect newspaper cuttings, or call for all the free samples advertised in newspapers, or hoard up photographs of cinema stars, or even play with the matrimonial columns.

Darwin's hobby was to read novels after strenuous laboratory work, Smut's hobby is to indulge in botanical pursuits in his laboratory after an agitated political life. Now, the question is cannot every student take up some hobby ?

He can, but the point is that he doesn't. Books and sports, cinemas and friendships, love and sleep absorb almost the whole of his time. Undoubtedly he dabbles in a few pleasuresome things—palmistry etc, but gets nothing like a firm grasp over them, which is dangerous from the point of view of oral test. Having told the Board that you are interested in music ; if you are not in a position to recount one important tune you play you really are out for failure.

Presuming that Interviewers are a band of intelligent people, they ought to know that at present students, labouring under a cartload of books, a financial worry and economic handicap, are in too unenviable a position to go beyond certain prescribed limits.

But taking things as they are, it is up to the candidate to be prepared to tell the examiner that he really has a hobby, that he knows all about it and that he has intelligent interest in things nonacademic. To do so, the best thing will, of course, be to cultivate a hobby with the spirit and fondness of an amateur.

As happens only too often, however, the candidate has in reality no hobby worth the name and he is compelled to bluff before the Board. It is advisable, under these circumstances, to be prepared for a minor bluff ! True, bluffing is dangerous in many cases, and fatal in some. But when the examiner persists in knowing your hobby, while all the time you have no hobby at all, there must be some way to fondle the examiner's whim. The safest course would be something like this. Think over your daily programme and watch carefully how you while away your spare hours. It is by chatting with your friends ? Or writing letters ? Or going to the riverside ? Or swimming or boating ? Or visiting a cafe ? Or going to the pictures ? Or sitting in a

library? Or writing articles for the press? Or hiking? Strictly speaking, all these do not constitute *hobbies*. But the position is that you have no presentable hobby at all, in which case the next best thing is to be able to tell the examiner discreetly how you spend your leisure hours. Indeed, sometimes the examiner's direet questions is how you spend your spare time. In this case you are out of the "danger zone" at the very outset, and you can safely answer, playing tennis or reading papers in a liberary etc. But remember, once having committed yourself to a particular mode of whiling away time, you must be prepared to satisfy the examiner over every obvious aspect of it. The model interviews which have been set forth in the following pages contain difficulties of the above nature and solutions thereof. Once again let it be said that in the absence of any particular hobby, a little thinking and preparation is required before you go in to meet the examiner's onslaughts.

DEFECTIVE INTERVIEWS

The average of marks attained in the oral tests of various examinations is barely 50%. This favourably compares with the average attained in the written papers, but, as is pointed out there, is not high enough and should be improvable. What in the written papers counts in your intelligence and your knowledge: the additional factors in the *Viva Voce* are your physique, culture, expression and bearing.

In numerous cases there are factors over which the candidate has no control. The greatest of these is the idiosyncracies of the Interviews. Not unoften does it happen that the gentlemen "on the other side of the table" fail to make the candidate feel at home. They may be stiff-necked and intolerant and depicting, a hauteur which could be tolerated only because of the position they occupy. Or they or one of them, may be infiicted with a faulty manner of speaking, which an average candidate is unable to follow. Another factor, which frequently mars the purpose of the interviews and is very depressing indeed, is that the Interviewers are more or less pre-determined, to select either particular candidates or out of a particular class of candi-

dates. The most honest thing under such circumstances would be to make such pre-determinations plain before the interview is conducted. This would save the candidates trouble and the Interviewers their conscience. This would also remove the farcical garb which the interview wears and set many speculations about the honesty and conduct of the Interviewing Boards in general at rest.

At any rate, so long as the interview is there a candidate must ignore all extraneous adverse factors and try to create in himself the power to come out in flying colours. The drawbacks to which he is likely to succumb have been extensively set forth in this book. He must take note of them and try to remove them as far as possible. It would be very difficult exactly to define what constitutes a "good" interview. Not even the examiner could do it. There is a general complaint on the part of the candidates that although they answered all the questions, had an excellent past record, did not at all feel "nervy", and spoke very fluently indeed, yet they didn't score the marks they deserved. Let us assume that the Board was impartial. Then the conclusion, of course, is that the Board was not impressed. It is possible that the candidate lacked a good bearing, or that he was ignorant of some minor elements of "Interview culture". A few instances may be quoted. A candidate knows that once he enters the room and approaches the examiners, he shouldn't sit in the chair until he is told. What he does is that he *leans* on the table for a couple of seconds before he is offered the chair—*which is bad*. Once again, while answering the questions, he forgets the proper word or expression on the spur of the moment, and in his effort to express himself tries *to explain with his hand*. This is again a serious fault and is taken note of. Another instance is of the candidate who loses his temper. This may seem strange, but it very often happens that the examiner's questions are trying enough, sometimes made so deliberately that the candidate feels as if he is interviewed with a well-organised Nazi vengeance working against him. But isn't it possible that what in fact is being tested is the self control of which the examinee is capable ? It is pure

common sense to remember that by letting loose your wrath upon the Board, you are subjecting yourself to a kind of boomerang which may be fatal.

We give below an example and commentary thereon of a weak interview. Here the defects are inherent and fundamental and the candidate alone is to blame.

Chairman. Good afternoon, Mr. Siraj-du-Din.

S. D. Good afternoon, Sir.

Ch. You are a graduate ?

S. D. Yes, Sir.

Ch. What subjects did you read ?

S. D. *English, History and Economics.*

Ch. What division did you obtain ?

S. D. A "First".

Ch. What is your age ?

S. D. Twenty-one.

Ch. Have any members of your family been in Government service ?

S. D. An uncle of mine is in the P. M. A. and my father was a Tehsildar.

Ch. To which district do you belong ?

S. D. To Dacca.

Ist Member. Will you read this passage to us (Hands a daily newspaper and points out a passage which the candidate reads *with some difficulty*).

Ist M. Please give us the substance of what you have read.

S. *D.* The *Plebiscite* in Kashmir having been organised, A. K. Govt : *victory* has been announced and A.K. Govt : *is to pay* compensation for all losses of war.

Ch. (Interpolating). It is customary in your College for students to read unseen passages ?

S. D. No, Sir.

Ist M. You have not given us an accurate rendering cf what you have just read......

2nd M. Yes, you may (Hands him the article again which the candidate reads more freely).

2nd M. Where is Kashmir, Mr. Siraj-ud-Din ?

S. D. In between Paskistan and India.

2nd M. Are you quite sure ?

S. D. I think so, Sir.

2nd M. Then you are *not sure.*

S. D. I do not know, Sir.

2nd M. And what is plebiscite ?

S. D. It is a sort of election.

2nd M. Do you read any newspaper regularly ?

S. D. Yes, Sir.

2nd M. What particular paper do you read ?

S. D. Any one I can buy - no one in particular.

2nd M. What would decide your choice of a news-paper.

S. D. I would look for news about current events and see if there were advertisements about vacancies.

1st M. Do you know short-hand ?

S. D. No, Sir.

1st M. Or typewriting ?

S. D. I have learnt a little.

1st M. Do you use the "touch system" ?

S. D. I touch the letters with my fingers.

1st M. Yes, of course you must do that, but I used the expression in its technical sense. Can you tell me now ?

S. D. (*looks blank*).

Ist M. Do you know the difference between a "Note" and a "Draft" ?

S. D. Yes, Sir. I can note and draft.

2st M. (Hands candidate a short letter and instructs him to draft a telegraphic reply).

S. D. (Drafts reply after much obvious effort.)

1st M. What is the distinction between a Local Government and a Secretariat ?

S. D. A Local Government is a government which only governs locally and a Secretariat is a place where secretaries work.

1st M. Have you been inside an office ?

S. D. Yes, Sir.

1st M. You must have then noticed several boards over the doors leading to the room. Can you tell us what some of these are put up to indicate ?

S. D. The name of the officers.

1st M. What is the difference between 'routine' and 'rule' in Government work ?

S. D. Routine is the method and rule is the book which has to be followed ?

1st M. What do you think is meant by 'Fundamental Rules'?

S. D. Those important rules which have to be followed.

1st M. How is a branch of an office organised ?

S. D. It is made up of clerks and superior officers.

1st M. What is the difference between a 'case' and a 'file'?

S. D. A case is a covering for files.

1st M. What is an office 'Code'?

S. D. It is a secret document by which messages are sent,

Chairman. Thank you Mr. Siraj-ud-Din, that will be all. Good afternoon.

S. D. Good morning, Sir.

Note :—The importance of ending in a *Viva* cannot be stressed too much. Candidates for ministerial posts—clerical or otherwise—should be able to read with some degree of fluency and show that they are able to express their thoughts in *logical* and *grammatical* form. It is fatal not to be able to reproduce a passage as the candidate in this case is presumed to be incapable of doing.

Then again *pronunciation* is all important. If a candidate cannot pronounce a word like '*plebis-cite*' correctly but calls it '*pleb-site*' he does not inspire confidence in the examiner's mind. Again a proper name like "Kashmir" must be correctly pronounced. Note also the ungrammatical form of the answer, and the wrong use of the word 'Victory' in a case like this. *Accuracy* and *precision* in the use of the language are essential to success. Further, *difference of thought* is shown by the candidate saying that "A. K. Govt. is to pay" when in actual fact it is India that will "compensate A.K.Govt. for the war expenses." This is a very common error and is the result of a casual reading and lack of concentration. It is fatal.

As the *Viva* proceeds and the candidate finds he is not making as good a show as is desirable, he often becomes nervy and is inclined to talk too much. Notice in this illustration how "Mr. S.D." *interrupts* the second Member and makes a suggestion while the latter is addressing him. On no account should this be done : it creates a very poor impression as to the 'control' the candidate has over himself.

Further on, note the answer to the question : 'Where is the Kashmir' ?—it is given by "Mr. S.D." as : "In between Pakistan and India." Now this is correct up to a point but not strictly accurate. It is better not to offer an answer than to give a wrong one. Then, when a candidate is asked : 'Are you quite sure ?' it is foolish and fatal to say, as illustrated. 'I think so !' '*To think*' is not equivalent to 'certainty.' Contradictions arise by such confusion of thought and conflicting statements, as may be seen a step further when "Mr. S.D." is led to admit that he does not know ! The same commentary is necessary regarding unfamiliar words. A definition should not be given unless the candidate, is *quite* certain of his grounds. The word '*plebiscite*' is not synonymous with 'election.' *Vagueness* is an unpardonable sin : "What *particular* paper do you read ?" without even the remotest degree conviction and most hesitatingly.

It is quite inconsistent to answer that a *choice* of newspaper is guided (or indeed should be) by considerations affecting the candidate's employment and whether appointments are advertised or not. Even if this is the candidate's criterion for reading a particular paper, it is not advisable that he sohuld offer it as the reason, or the chief one, to a Board of Examiners !

As the meaning and interpretation of simple technical terms with which the candidate may be unfamiliar, as here, the use of "touch system" it is dangerous to give a *literal* meaning to the words in the absence of more definite knowledge as in effect the answer given appears ridiculous.

A little further on, the candidate is asked the *difference* between 'noting and drafting' and he answers at cross-purposes and says he knows how to do both, which no one wished to know! It is gratuitous information.

TO BLUFF OR NOT TO BLUFF

It will be sheer hypocrisy to presume that the candidate knows everything that the Interviewer asks him. For one thing, it is proverbially easy to ask questions and difficult to answer them ; and secondly, the range of questions can be made so enormously wide that the candidate can never become completely familiar with them. The fact that the Public Service Commission/Interviewing Boards have acquired a tendency to devote at least a part of their test to purely personal aspects minimises to a very great extent the handicap which the unmanageable range of questions imposes upon the candidate. But even then his difficulties are obvious, for the margin left for the Interviewer is still great.

Over and above these, there is a handicap with which a very large number of candidates find themselves inflicted and for no fault of their own. There are questions for which most of the candidates have really no reply at all. From a candidate appearing for Pak : Police, it might be asked whether he has any military services. He, along with 90% of his fellow-competitors, may have none. It is a smooth sailing for him if he is in a position to state that his fore-fathers distinguished themselves by rendering military aid to the government and he may get credit for that as well. But what about him who has to say "no" to half a dozen such questions requiring specific facts about the candidate's loyalty to the state, however loyal he himself may be.

As common-sense would have it, it should bring no discredit to the candidate to have to confess that he is not what really he is not. But it is also a well-known fact that such a confession is at least in certain examinations, very

likely to go against him. Unfortunately, it is impossible to alter bare facts. The only and safest way out of such nasty positions is to speak out the truth and leave the rest to the good sense of the Interviewer. Let it be remembered that it is a hopeless task to indulge in all sorts of rigmarole in explanation of baseless statements. They add to the candidate's difficulties and if he is caught, may prove disastrous.

Try never to bluff. This is the soundest advice that can be given to those who are likely to be trounced and checkmated by the all too clever Interviewers. Tendency to bluff is as old as Adam. It is specially strong before the Interviewers. It is strongest when you simply do not know. To conceal one's ignorance adroitly in written papers is perhaps easy,and not unoften it remains uncaught. I can,for instance,safely put down the name of the very best hill station I may have visited or never visited in Pakistan, and pose as if I have spent half my life there. But for the Interviewing Committee, I am supposed to know (1) the hill station, (2) its rainfall and maximum and minimum temperatures, (3) the modes of conveyance. (4) the kind of inhabitants, (5) whether it has any dancing club, (6) everything about the Government Secretariat if there is any, (7) pursuits and hobbies there, (8) its fauna and flora etc. etc. Unless I have seen things for myself and acutely observed them,I can rest assure that I shall receive no quarter and that my ignorance, if any, will be caught.

It may be granted that to have to plead ignorance before the Interviewers a large number of times is to be placed in an unenviable position. But it is any time better than indulging in a bravado and then in return receiving a slap in the face. The remedy prescribed is,of course, to prepare oneself thoroughly and reduce to a minimum the possibility of looking blank before the Interviewers. When that has been done, care should be taken to take the fullest advantage of the knowledge acquired and employ it at the required moment with tact, intelligence and alertness. When, however, the worst comes to the worst and you do not

know the right answer to the question put by the Interviewer then make a clean breast of your ignorance without getting unduly nervous. The examiner ought to give you marks at least on the score of your honesty.

PRELIMINARY PRECAUTIONS

All along this book, attempt has been made to forewarn the candidate with a view, as it is said, to forearm him. He must equip himself with general knowledge and handy information, refine his speech, cultivate his manners, develop his personality, exercise self-control as well as "nerve" control, adapt his dress, and learn the fundamental rules of conducting himself before an Interviewing Board.

There is one preliminary precaution to which sufficient attention is generally not paid. It is the filling up of the application form. Here there are, of course, a number of items which require a straightforward filling up. But there are others in which some tact is necessary and very often useful. To this category belong these two items :—

1. University Record.
2. Present occupation.

Others might be added. It is not that you must cleverly try to change facts and misrepresent yourself; this might produce most damaging consequences. But it should be perfectly possible so to marshal the facts as not only to render them striking in the eyes of the examiner but also to make him focus his attention over them. This, it is possible, might determine the trend of questions asked by examiner ; and if the candidate is intelligent, he can prepare himself for them beforehand. Present occupation, for instance, is a notorious hunting-ground for the Interviewer's curiosity. If you happen to be still a student, the problem is more or less resolved. But you might as well be :—

(1) a professor in a college ;

(2) employed in an office ;

(3) Carrying on journalism or writing boooks ; *or*

(4) doing nothing except preparing for the examination.

If you happen to belong to category (3) there is ample scope for you to show tact. And in any case it should not infrequently be possible to bring the examiner round to your present occupation, and then satisfy him over every particular pertaining to it. To do it successfully, it is necessary that you must show yourself up thoroughly conversant with the job on hand in its multifarious ramifications. Similar remarks apply to the specific distinctions you have attained and mentioned in the application form. The academic record, distinction in sports, posts of position held, and activities with which you were associated in the college must be distinctly stated, and you must be prepared to answer any questions the examiner may like to put bearing on them. As has been pointed out elsewhere in this book, in Public Service Commission interviews, very often the Interviewers are interested in your personality as well as in its outer manifestations as reflected in your achievements. You must know them well, remember them and be able to explain them.

A NOTE ON MODEL INTERVIEWS

In the following pages are given a set of interviews on various examinations to illustrate the sort of questions which constitute oral tests and the type of answers that should be given. Some of these models are based on actual experiences ; all of them contain rich information on various topics which an examinee will do well to assimilate. The candidate will remember, of course, that it is not necessary that he should be asked exactly what is embodied in the following pages. The information furnished in these models is important no doubt ; but while it is worth while to take note of it, it should not be forgotten that after all, this informotion is illustrative and not comprehensive. The range of questions which an examiner commands is so

wide that any effort to elucidate it can at best be but representative.

The general lesson which these models hold out for the reader is that he must be in possession of copious general knowledge, should be abundantly alert without being clever and must know the elementary but simple rules of *Viva Voce*. Perfection is impossible to attain ; the Interviewers, who are themselves notoriously imperfect, know it. The candidate is therefore not expected to know everything and he should not be ashamed of confessing his ignorance occasionally. The point, however, is that while frank and honest confession of *occasional* ignorance is excusable, protracted ignorance is a sign of weakness and is punished.

An impression subsists in the mind of the candidate that the interviews are the playground of profound questionings and cross-questionings, something in the nature of Platonic disquisitions. This may be so in the case of purely technical interviews. An electrical engineer, for instance, candidate for a job in the West Pakistan may be questioned over some of the minutest details of the Peshawar Hydro-Electric Plant. But in most interviews, and to this class belong the interviews of the Public Service Commission, profundities are generally avoided and questions are mostly of a general nature. This does not imply that these interviews are of a superficial character : they are very pointed in a way and designed to serve definite ends. But they are not designed to measure the depths of your knowledge. Rather they are aimed at ascertaining whether you have not skipped over the obvious facts of your own life as well as of the life around you. The measure of your observation and the capacity to narrate these facts is the measure and the capacity of your intelligence and common sense.

As would appear from what follows, the candidate will do well to familiarise himself with the nature of the job he is to take up, should he succeed. An aspirant for airmanship or a seeker after an Emergency Commission must know something about an aeroplane and flying or about armies and

officers' function therein. The interviewers expect, whether rightly or wrongly, that a candidate must not try to take a chance, but that he must know the ins and outs of what after all is going to be his life-long career.

Finally it remains to be said that the length of the Interviews given in the following pages has been modelled in accordance with their duration in actual tests.

TWELVE COMMANDMENTS

on Viva Voce

1. Fill the application form carefully.
2. Improve your general knowledge.
3. Be definite about what you know.
4. Cultivate correct pronunciation.
5. Be neat in dress but not gaudy.
6. Learn self-control to avoid nervousness.
7. Don't brood on the Interview Day.
8. Be natural before the Interviewing Board.
9. Don't try to talk too much.
10. Grasp significance of the question.
11. Be impressive and convincing.
12. Never bluff.

CENTRAL SUPERIOR SERVICE OF PAKISTAN

Chairman. Good morning, Mr. M.A. Sheikh.

Answer. Good morning.

Question. Sit down, please.

A. Thank you.

Q. Which place do you come from ?

A. Fron the Jhang District, West Pakistan.

Q. But you were educated in Lahore ?

A. Yes, but only in higher classes.

Q. Were you educated in your native place also ?

A. Yes, only till my fifth primary class.

Q. Do you like your native place ?

A. Yes, but I am not very keen about it.

Q. How is that ? Have you read that famous poem —"Home, sweet Home........."

A. I have. It is probably because my associations with Jhang are few, and I couldn't like it to the extent my parents do who were born and bred there.

Q. I wouldn't feel that way, if I were you. I have moved over half the world, and still I wish to go back to my little home in Wales.

A. It is possible, when I come of age, I may also develop the same kind of homesickness !

Q. Possibly, you may. At any rate, you could tell me at least some peculiar interest attaching to your district ?

A. Yes, it is famous for the romance of Hir and Ranjha.

Q. There is literature gathered round it, isn't it ?

A. Yes, the most famous being the work of Warris Shah.

Q. Have you read it.

A. Yes.

Q. With your modern notions and almost anti-Jhang feeling, did you relish it ?

A. I am afraid my modernity doesn't go as far as that. And after all Warris Shah deals with a most fundamental theme in human life.

Q. Quite so. And what I mean is whether you really enjoyed the old-air ways of making love among the rural folk ?

A. I would say that stress in Warris Shah is on love and not on the ways of making love.

2nd Member. Suppose you were in charge of a district in these war days, what additional duties do you expect to be imposed upon you ?

A. Organization of the war committees and the Home Guard are two obvious additional duties.

Q. What will be the function of the Home Guard ?

A. To aid the police in internal security and against the so-called fifth column activities.

Q. Speaking, let us say, of your own district Jhang, do you think there will a large number of volunteers forthcoming ?

A. I have no reason to doubt it.

Q. Is it ? Well, I could give you a few reasons to doubt it. There is the Maulvia opposition, for instance.

A. Jhang is not Maulvia-ridden. And besides, the public opinion could be successfully educated in favour of the Home Guard, whose primary aim is to prevent *goondaism* and ensure security for each and all.

Q. True, but I believe you have some notion as to the type of volunteers for the Home Guard ?

A. I think it should come from a fairly educated and intelligent class.

Q. And are you sure whether your district is fairly educated ?

A. At least it is intelligent and has loyal instincts. There are still living in Jhang old veterans who fought in the last war.

Q. I am afraid my impression remains that a district like Jhang is better fitted to provide recruits for the army rather than volunteers for the Home Guard. Could you correct it ?

A. I wish I could. But I am sure you know that the old notion that this part is all brawns and no brains is dead and buried.

Q. All right. Then I take it to mean that this area has lost some at least of its old and characteristic fighting privileges ?

A. I wouldn't say so. Our home-land in fact posses-ses just the qualities required for modern warfare—intelli-gence coupled with excellent physique.

Q. What is the peculiarity of modern warfare ?

A. Mechanisation and scientific inventions.

Q. Yes, and mechanisation doesn't necessarily require a six feet tall soldier. In some ways, the Bengali may be more fitted for the army, isn't it ?

A. That is true.

3rd Member. What was your subject in M. A., Mr. M.A. Sheikh.

A. Administrative Science.

Q. Alright. Gentleman what has prompted you to join the Central Superior Service ?

A. I hope to serve my home-land best by joining it, as the post for which I am striving is in consonance with my educational dignity.

Q. Right. But how would the present set up permit you to achieve the righteous goal ?

A. Pakistan is primarily a 'Democratic State', where the people are at the pinnacle of glory, liberty and freedom. Again, it is a state where the voice of the people is not drown-

ed in their blood and perspiration. Its service will definitely help achieving the desired end.

Q. I see. What are the avowed objectives of our Basic Democracy system?

A. In brief, this system hinges at fostering the growth of responsible leadership through development of local initiative from the grass-roots level and the maximum utilization of local efforts and resources. Besides, it aims at enhancing accountability of the administration at the local level by effective check through responsible Govt. institutions against the arbitrary exercise of authority by the local authorities.

Q. You seem to have drunk deep from the fountain of Pakistan Administration. Now can you analytically state the various tiers of Basic Democracies ?

A. The local constitutional tiers are (*i*) the D visional councils ; (*ii*) the District Councils ; (*iii*) The Thana Councils ; and (*iv*) the Union Councils.

Q. How far do you consider that the function of "One Unit Govt" in West Pakistan has proved a success since October, 1955 ?

A. Sir, my knowledge and experience supports it from all angles of vision. West Pakistan is geographically a compact and a single economic entity. It is always beneficial for a state to pool the human resources for centralizing administration, developing it judiciously and harmonizing its various ideologies unlike conflicting administration, haphazard development and provincial hatredness.

Q. But couldn't the British Regime embrace these manifold blessings ?

A. There stood high imperialistic expediencies in the way of unification then. As a matter of fact the idea behind the creation of barriers in this vast tract was to divide the Muslims, who constituted an overwhelming majority of the

population. "Divide and Rule" policy of Britishers is an open secret and needs no further elucidation.

Q. Do the union and District Boards meet the conditions of East Pakistan ?

A. In East Pokistan, Basic Democracies have a better inheritance than in West Pakistan. Since 1919, when the Bengal local self-Government Act was passed, community life in East Pakistan has been organised at the level of the Union, comprising a compact group of thirteen villages or so, through local institutions known as Uuion Boards. The first tier of Basic Democracies—the Union Councils have more or less succeeded the former Union Boards.

Q. When did Revolutionary Regime came into being and what has it particularly done for the rural folk ?

A. On 23rd October, 1958, the new Regime assumed its office. The major population of Pakistan is Agriculturist. Perhaps the most remarkable achievement of the new Regime has been the promotion and implementation of Agrararian Reforms. After having endured feudal tyranny for countless ages, the cultivator today stands on the thresh-hold of the period of freedom, prosperity and happiness. Everyone is dancing with bread and butter !

Chairman. We have finished, Mr. Sheikh. Good morning.

A. Good morning.

PROVINCIAL CIVIL SERVICE.

Chairman. Good morning, S. Fida Hasan.

A. Good morning.

Q. You had first classes in all examinations which means a brilliant academic career. Isn't it ?

A. That is what I am told. Thank you.

Q. Did you take an active interest in sports also ?

A. I took part in sports only to the extent that was

necessary from the point of view of health.

Q. Which mean you very seldom played in matches ?

A. Yes.

Q. In what form of exercise you were particularly interested ?

A. Boating.

Q. But could you go for boating regularly ?

A. I could go at least four times in a week, and for the rest I could go to the gymnaseum or for a walk ?

Q. It seems you didn't take plenty of exercise. If I were you, I should wish to be a bit more robust by taking more exercise.

A. But it has been my impression that robustness doesn't depend upon exercise alone. In my case at least it depends upon mental effect also.

Q. You may be right. But you are an intelligent young man and you must know that health is to be valued above everything else.

A. I thank you for your advice and will try to put it into practice.

2nd Member. I hope you read newspapers daily ?

A. Yes.

Q. What newspapers do you generally read ?

A. The *Dawn* and the *Pakistan Times.*

Q. Supposing you were offered a choice between the two, which one will you choose ?

A. I believe the *Dawn.*

Q. Why ?

A. I like its fine English, variety of interest and balanced tone.

Q. What is the first item in the newspaper you generally read ?

A. The news items. For instance, the first page in the *Pakistan Times.*

Q. But don't you think it is perfectly dull to go over from the first page of the Times to the middle page of the *Dawn*, because the news are the same ?

A. It is, no doubt. But my plan of reading these papers is to get hold of the news from the *Pakistan Times* and go to the *Dawn* for leading and other miscellaneous articles, as also for extra foreign news.

Q. You find the articles in the *Dawn* useful for your present examinations ?

A. Yes, very useful.

Q. Do you keep a note of them ?

A. Yes, I keep regular cuttings.

Q. Could you tell me a few subjects on which you have collected articles ?

A. The Palestine tangle, importance of oil and flying.

Q. That is all right. Are you interested in flying.

A. I am, very much.

Q. Could you name me an article you have collected on flying ?

A. *Romance of fiying*, by Amy Johnson.

Q. What kind of romance Amy Johnson writes about ?

A. She dwells at length upon the uses to which the aeroplanes are being put in Canada—transporting freight, surveying, and flying over the Arctic regions.

Q. Well, what is the *romance* about it ?

A. The romantic part of it comes when she mentions how aeroplanes are used for fighting forest fire, taking goods for lone trappers, and tracing escaped criminals.

Q. Does she mention the destructive part of flying as well ?

A. No, she speaks only of its romantic aspect.

Q. If you are further interested in the romance of flying, I would recommend you to read *The First Men in tha Moon* by H.G. Wells.

A. Thank you. But I have read it.

Q. Do you think it is ever possible for the man to land on moon ?

A. Surely, within a few years.

Q. How is it so ?

A. Our Holy Quran lays down :—

لتر کبن طبقاً عن طبق

This means that the man shall ascend from planet to planet and star to star. The landing of Rockets on the moon is a mile-stone towards achievement.

Q. What was the first difficulty encountered in overcoming the force of gravitation ?

A. To break the earth's gravitational field an initial velocity of about 1,200 yards per second was required. But although the rocket reached the moon, this entailed an acceleration that no human being could endure.

Q. But how is this difficulty overcome in *The First Men in the Moon* ?

A. Very easily, for Wells had only to use his imagination. An engineer discovers a substance which renders all substances coming under its shadow weightless.

Q. That is all right.

Chairman. I would like to ask you a question or two

on flying. You mentoined of scientific researches in the stratosphere. How are these researches conducted ?

A. There are cases of actual men flying to the stratosphere—Professor Piccard, for instance.

Q. Such cases are very few, and because of the risk involved even Professor Piccard did not try it many a time.

A. That is true. But to avoid loss of human life unmanned balloons were sent up, equipped with "robot" observers, scientific instruments, and mechanical and photographic apparatus. The balloon stayed up for three to four hours, and when it reached a certain height, it burst and the instruments glided down in a parachute. In the modern era, the pilot-less space-crafts are soaring up and landing on the surface of the moon.

Chairman. Yes.

3rd Member. You had economics in your M. A. ?

A. I am a double M.A. : in Politics as well as in Economics.

Q. What do you believe to be the most important factor in the industrial development of Pakistan ?

A. It isn't easy to give priority in the matter, but research, collection of statistics, and development of water-power may be enumerated as some of the important factors.

Q. Could you tell me what measures have been taken in the past to speed up Pakistan's industrial development ?

A. The Pakistan Government has set up "Planning Commission' to accelerate the industrial pace of the country. There is also Pakistan Industrial Development Corporation, which has so far completed several industrial projects. On the Provincial levels, as well, various Autonomous Commissions have further been set up to augment the cause in this phase.

Q. What have they done to increase the water-power of the country, for instance ?

A. The WAPDA has constructed numerous Dams and Projects for this pupose.

Q. Do you think water-power can be developed in Pakistan on a scale as extensive as in Switzerland, for instance ?

A. I am doubtful ; for one reason at least that here the rivers are generally not perennial.

Q. Obviously then, other sources of power must be tapped, isn't ? Why not coal ?

A. Our coal has been found of deficient quality but I think it should be a function of the Industrial Research Board to improve the quality of the coal.

Q. I agree. And there are other sources of power as well ?

A. Yes, oil and wind, but their possibilities are very much limited, especially of oil which can never serve the immense industrial necessities of Pakistan.

Q. I am afraid you talk in an isolationist spirit. Why shouldn't Pakistan secure oil supplies from Iran ?

A. The Persian Oil/Petrol is already flowing into Pakistan. There are refineries at Karachi as well as Chittagong.

Chairman. We have finished Mr. Good afternoon.

Mr. F.H. Good afternoon.

EMERGENCY COMMISSION

Chairman. Good morning, Mr. Muhammad Musa.

Candidate. Good morning, Sir.

Q. You say in your application you are a good sportsman. Are you ?

A. Yes Sir, I am a youngman of active habits.

Q. What game you play bes(?

A. I captained the First Eleven Hockey of the Government College, Lahore during my college career.

Q. Who captained the Hockey team at the World Olympaid at Indionesia last year.

A. ABC, the hockey wizard of Pakistan.

Q. Can you name any other hockey player who has won a name recently ?

A. Yes, he is XYZ.

Q. What makes you consider yourself fitted for the military life ?

A. I am found of active life and love sports.

Q. Have you got any military tradition behind ?

A. Coming from a non-martial class, as I do, unfortunately I have none. Nevertheless I was a member of the U. T. C.

Q. In what way do you think your training in U.T.C. will help you in this line ?

A. The U. T. C. has given me some military background and a sense of discipline.

Q. Have you ever handled a rifle ?

A. Yes ! during my training in U.T.C.

2nd Member. Are you interested in War ?

A. Yes.

Q. How is war in 'K' progressing ?

A. Situation is reported to be critical.

Q. What, in your opinion, is the cause of the deterioration in 'K' ?

A. Several reasons may be assigned to it. 'K' has been fighting for the last over several years. Her fertile region and entire coast has fallen into the hands of her enemy. Her land routes have also been cut off. Her allies have not been able to supply her war material enough to cope with the situation because of their pre-occupation in Europe.

Q. Thank you, Mr. Muhammad Musa.

A. Good morning, Sir.

EMERGENCY COMMISSION FOR THE PAKISTAN ARMY

Candidate. Good morning, Sir.

Chairman. Good morning, Mr. Sarfaraz Khan.

Q. It appears you are not a graduate.

A. I am not.

Q. Have you ever attended any College?

A. Yes, for a few months only.

Q. How have you been occupying yourself?

A. I conduct business with my father.

Q. What makes you consider yourself fitted for the army?

A. I am fond of shooting, sports and active life, and also I belong to a family of military traditions.

Q. Do you possess a gun?

A. No, but I possess a rifle.

Q. Have you ever seen an army rifle?

A. No, but I am told it is slightly different from the ordinary rifle.

Q. What is the difference?

A. One difference is in the bore.

Q. What is the bore of the army rifle?

A. 303 inch.

Q. What importance do you think guns still hold in modern warfare?

A. I believe they are still of immense importance on the land as well as on the sea.

Q. Could you mention an incident on the sea where guns played a decisive part?

A. The fight of the *Ajax* and other ships against the German battleship *Graff Spee*.

Q. Do you think it was the guns which were ultimately responsible for the scuttling of the German battleship.

A. No, because in gunnery the superiority lay with the Germans. The British victory was due to guns *plus* excellent manoeuvring.

Q. Have you got any idea of the range to which a cannon-shot may be projected?

A. I know that in the last war the German 'big berthas' covered a range of 82 miles.

Q. Then it should have been perfectly possible for the Germans to bombard England from the French coast?

A. Only a part of England, most of which had been evacuated. But the English also had installed such guns and shots had been exchanged many times across the channel in this war.

2nd Member. You say you have military traditions behind?

A. Yes.

Q. What are these traditions?

A. My uncle fought in the last war.

Q. To which regiment was he attached ?

A. 1st Bn, 7th Baluch Regiment.

Q. Do you know any distinguishing characteristic of this regiment.

A. It carried a third colour bearing the words "Lake and Victory," and for this third colour 1st Battalion 7th Baluch Regiment had an additional Jemadar.

Q. Where did your uncle fight ?

A. In Egypt and Mesopotamia.

Q. Have you any idea where you are likely to go, should you get the commission ?

A. I couldn't say exactly, but I may be sent to Burma front.

Q. By what route are you supposed to go there ?

A. I thought it was a secret of Government ?

Q. (*Laughing*) Of course. Have you heard of Stalingrad ?

A. Yes. It is a town on the Volga north of the Caspian Sea. It was a scene of severe fighting between the Russians and the Germans.

Q. What kind of fighting do you think is possible in the China ?

A. Perhaps, you refer to the guerrilla type of fighting ?

Q. Yes. We call it "kick and run" fighting. What I want to know is whether you, having gone to India, would be able to conduct the guerrilla kind of fighting ?

A. At least ; it shouldn't be difficult. Such fighting is not unknown to Pakistanis. That is what Sivaji did against Aurangzeb.

Chairman. You forget, Mr. There were no bombs in the time of Aurangzeb.

A. True, Sir. But bombing is not so very easy in a region like Persia, and as it is, guerrilla warfare has proved successful on occassions in India.

Q. Yes. Is your uncle alive ?

A. No, he died four years ago.

Q. I am glad you have military traditions behind you. I hope you are capable of good many things.

A. Thank you. I shall always do my best.

Chairman. That is all we wanted to ask you. Good-bye.

Candidate. Good-bye.

PAKISTAN MILITARY ACADEMY

Candidate. Good morning, Sir.

Chairman. Good morning. Sit down, please.

A. Thank you.

Q. You are a B.A., Mr. Shami.

A. No, I am still an undergraduate.

Q. You had chemistry as one of your subjects ?

A. Yes.

Q. What way do you think chemistry is helpful to a modern military officer ?

A. Present-day wars are very largely chemical wars, and a military officer must know chemistry in order to understand gases, explosives, bombs, etc.

Q. What will you do in the case of a gas-attack ?

A. The obvious precaution would be to use a gas-mask.

Q. Have you seen a gas-mask.

A. Yes.

Q. Where ?

A. At the exhibition organised last year.

Q. What game do you play ?

A. Football.

Q. What position do you occupy ?

A. Right-half.

Q. Are you a member of college team ?

A. Yes.

Q. Do you hold any position there ?

A. I am Assistant Secretary to the Football Club.

Q. What function do you perform as Assistant Secretary ?

A. In the absence of the Secretary, I am incharge of the arrangement of matches, reception of teams, and general equipment of my team.

2nd Member. Have you got any military services ?

A. My brother was a lieutenant in the erstwhile Indian Army.

Q. To which unit was he attached ?

A. 2/5th Dogra Regiment,

Q. Had he ever served with a British Army ?

A. Not as a regular officer. But after coming out of the Academy, he was attached with 2/Green Howards for a year for the purpose of training ?

Q. Couldn't he be posted with a British unit ?

A. No. He was an Indian Commissioned Officer.

Q. He must have given you some idea of the sort of army life an officer leads ?

A. He has.

Q. Could you tell me some of its striking features.

A. It is pretty strenuous and very expensive.

Q. Do you think you would like it ?

A. I have no reason to say I wouldn't.

3rd Member. You must be very much interested in the war news, aren't you ?

A. I am.

Q. What is the importance of the 'K' road ?

A. Through this channel 'I' gets arms and war materials and can increase her resistance to 'P'.

Q. That is the reason why 'P' was anxious to occupy it ?

A. Yes.

Q. Do you think 'I' has intentions of invading 'P' ?

A. 'I' is very clever, I believe, and we shall never know her intentions beforehand !

Q. Well, Mr. Shami, if you must wait for your enemy's intentions to be declared, you are never likely to become a military officer !

A. I beg your pardon. I only wanted to emphasize the cleverness of 'I'. Of course 'P' will be invaded if her defences are weak.

Q. What do you think are the vital points of Pakistan.

A. These are military secrets and I am afraid that the same cannot be exposed.

Chairman. One minute more, Mr. Shami. You know what a cavalry is ?

A. Yes.

Q. From your reading of the war news, what part the cavalry has played in the European war.

A. In Russia, the Cossack cavalry played havoc on the retreating Germans.

Q. In addition to automobiles and horses, do you know of any other mode of conveyance in the Indo-Pak war ?

A. I heard of a camel corps in the course of this war in Sind Sector.

Chairman. That is all right. Good morning.

Candidate. Good morning.

PAKISTAN POLICE SERVICE

Candidate. Good morning, Sir.

Chairman. Good morning. Sit down, please.

Candidate. Thank you.

Q. You are an M.A., in history ?

A. Yes.

Q. And you are a first class graduate ?

A. Yes.

Q. In what activities of the college did you participate ?

A. I was a member of the Rowing Club and took keen interest in indoor games.

Q. What particular indoor games you were interested in ?

A. Ping-pong and chess.

Q. Don't you think chess is a lazy man's game ?

A. It is, perhaps.

Q. I thought being a prospective police officer, you would select more active engagements ?

A. But some amount of leisureness is inherent in the indoor games, and I think police officers also require leisure now and then.

Q. They do, of course. Are you a good hand at chess ?

A. I am told so.

Q. Very well. Supposing your opponent is left with a king and a pawn, and you have a king, a bishop and a pawn. Is it possible to checkmate him ?

A. No.

Q. How else could you do it ?

A. I may be given a rook in place of the bishop.

Q. Yes. Was there any indoor club in your college ?

A. Yes.

Q. Did you hold any position in it ?

A. No.

Q. Were you a member of the Rowing Club.

A. Yes, I represented my college in the university competitions.

2nd Member. What makes you choose the police career ?

A. I believe, of all superior service jobs, the police service will best suit my active habits.

Q. Do you think police officers are always frisking about and have no desk work ?

A. I am sorry I didn't mean that. But there is obviously a difference between an Inspector General of Police and, say, an Accountant General.

Q. Perhaps you know that police investigations these days involve a considerable amount of theoretical spade-work.

A. Yes.

Q. Have you heard of dactyloscopy ?

A. Yes, it is the science of finger prints.

Q. Well, a police officer must know dactyloscopy, which, by the way, involves desk-work ! Have you heard of a policė laboratory ?

A. Yes.

Q. What is it meant for ?

A. For scientific work and for analysis of technical evidence.

Q. Have you any idea of the equipment of a police laboratory ?

A. Yes. It contains a portable outfit, photographic arrangements, a microscope, and, if the laboratory is advanced, apparatus for ultra-violet rays.

Q. What have ultra-violet rays got to do with police investigations ?

A. They are largely used in the investigation of forgery cases.

Q. Can you detect mail-thefts with the help of ultra-violet rays ?

A. Yes.

Q. Perhaps you have an idea of the principle involved ?

A. The piinciple is that different substances have different luminosity. A false gem, for instance, howsoever it may resemble a genuine one has a different luminosity and therefore can be easily detected under the ultra-violet light. In the case of mail thefts the gum of an envelope is likely to differ from the gum used by the thief in re-pasting and the difference can be detected by the difference in luminosity under ultra-violet rays.

Q. That is right. Thank you.

3rd Member. Have you any military service to your credit ?

A. None, but my family is known for its loyalty.

Q. Perhaps you could make a start now. Your family is loyal, of course : does it propose to offer its services to the Government in the present war ?

A. In that way we have already made a start. My brother is an expert wireless technician and he has offered his services.

Q. What steps has he taken to do it.

A. He wrote to the aerodrome office and has been informed that he should keep himself ready.

Q. Is he prepared to go for field service ?

A. He is.

Q. In what particular aspect of the present war are you most interested ?

A. The propaganda side.

Q. Well, it is quite an important side of the present war.

A. Yes, side by side with the economic war and war of arms.

Q. What is the most effective instrument of propaganda in the present war ?

A. The radio.

Q. From what foreign centres do you hear the radio ?

A. U.S.A. Moscow and occasionally China and B.B.C., News.

Q. Do you like the foreign broadcasts in the Urdu language ?

A. I don't like because I am well versed in the English language.

Q. Can you relate to me an instance of the mischievous propaganda conducted by the Germans ?

A. I remember one broadcast by the B.B.C. relating to Poland. After the conquest of Poland, the Poles were required to see none but the German made films. In one of these films, designed to show the popularity of the Germans in Poland, a Polish ex-officer saw his own wife in a crowd which was depicted all hilarious welcoming the Germans. The ex-officer knowing that his wife never welcomed the Germans in that wild manner, questioned her, and was told that she *could* recall the scene, but then the scene took place in 1935 when she welcomed Pederewski ! !

Q. (*laughing*). Very clever, no doubt. You probably know that there are numerous other huge lies circulated by the Indian Government about the capture of Lahore ?

A. Yes, I read some of these in papers.

Q. What steps have Pakistan taken to counteract this kind of propaganda ?

A. There are the regular broadcasts by the Pakistan Radio and of late there have been numerous war films also going round all over the world.

Q. You think these are sufficient to meet the mischief caused by the Indians ?

A. Yes.

Chairman. We have finished now, Mr. Anwar Ali Khan. Good morning.

Candidate. Good Morning.

PAKISTAN POLICE SERVICE

Chairman. Good morning, Mr. Salah-ud-Din. Please take the chair.

Candidate. Good morning. Thank you.

Q. You are a graduate of Government College, Lahore ?

A. Yes.

Q. You were Secretary of the College Football Club ?

A. Yes.

Q. And you also took part in athletic sports ?

A. I did.

Q. What is your time for mile race ?

A. Four minutes fifty-eight seconds.

Q. Is that the record of the Panjab University ?

A. No, mine is a bit lower than the University record.

Q. Have you ever run a cross-country race ?

A. No.

Q. Don't you think your active participation in sports stood in the way of your studies ?

A. It did to some extent, but generally I could strike a balance.

Q. But I would suggest that you missed your first-class in M.A because of your wanderings in the field.

A. I should regret if that was so. But, at any rate, the sort of career I would prefer to choose requires more of brawn than brain.

Q. Then I take it that you have a genuine liking for the Police Service.

A. I believe I have.

Q. Supposing for a moment, that you are offered another superior service job, say Pakistan Finance, will you not accept it ?

A. Then I would act on the maxim that a bird in hand is worth than two in the bush : accept Pakistan Finance, and try for the Police, if possible.

2nd Member. You must have been interested in the police activities of your province ?

A. I was.

Q. Could you relate to me a really sensational piece of work by Police ?

A. I believe it was the investigation of the murderer of Mr. Liaquat Ali Khan, the late Premier of Pakistan.

Q. With the war on, what additional police activities have you noticed in your province ?

A. The guarding of bridges and strict watch over the activities of semi-military organisations are two of the additional activities.

Q. The Police is sufficient there, I hope, to cope with these ?

A. There has been additional recruitment.

Q. What help could you render in keeping the peace of the Province ?

A. I could, as a first step, become a member of the War Committee or enlist in the Home Guard.

Q. What will be your function as a member of the same ?

A. Similar to the police functions in many respects—assisting in internal defence, air—raid precautions and anti-sabotage, for instance.

3rd Member. Have you thought of any particular branch of investigation which you would like to take up as a police officer ?

A. No. I can think of it only when I have become a police officer.

Q. Supposing you are one to-day ?

A. I think I should wish to investigate the identity of the gentleman from Jullunder, broad-casting news during the last war.

Q. (*laughing*) I am sure when you become a Police officer you will hit upon more urgent things to investigate.

A. Quite possible.

Q. Have you read any book on criminology ?

A. *Yes, Crime and Its Detection* by W.T. Shore.

Q. Very good. I shall put you a proposition.

A train reaches Lahore early in the morning, a few of its carriages or vans are shunted off and in one of these is discovered a man murdered. The station master rings you up and you are placed in charge of the investigation. How will you proceed with the case ?

A. The first act would be to hand over the corpse for post-mortem and search the compartment for any traces of the criminal. The next would be to discover the relations of the murdered man, for which an advertisement might give some clue to his companion in the compartment and the latter the kind of man this companion was. The post-mortem would reveal how the man was murdered ; if shot, how many bullets were there ; if more than one bullet, either there had been fired more than one shot or there were two murders. If the bullets differed in their make, then it is practically settled that there were more than one criminal. Some such would be the ouiline of my procedure.

Q. Perhaps you shunted off the line at the start. You should have begun by arresting the porters in charge of the morning train, isn't it ?

A. Perhaps, but no procedure could be very certain.

2nd Member. That is all right.

Chairman. One minute more please. Why are you so much interested in the broadcasts.

A. Because there are so many renowned stories behind this that I cannot help being curious.

Q. You heard his broadcasts frequently.

A. No I used to listen to them only occasionally. But since after the announcement to the contrary, I stopped listening to them altogether.

Q. But a police officer ought to be familiar with the *other* side of the case ?

A. But not even a police officer should go on listening to what after all are perpetual bluffs.

Chairman. Right. Thank you, we have finished.

Candidate. Good morning.

Chairman. Good morning.

PAKISTAN AUDIT AND ACCOUNTS.

Chairman. Good morning Mr. M.A. Sabzwari.

Mr. S. Good morning.

Q. You say in your Form that you had had a special preparation for this examination. What was it ?

A. I joined the University coaching classes.

Q. What coaching did you get there ?

A. Mostly in compulsory papers.

Q. Were you taught anything about this Oral Test.

A. No.

Q. It is strange. Was it considered easy enough to be prepared of your own accord ?

A. Perhaps that was the idea.

Q. Do you really consider it to be so easy ?

A. I think I ought to grasp a few fundamental ideas and then I can rely upon my cmmon sense.

Q. Did you in any way benefit from the University coaching ?

A. I was placed in contact with the relevant books, and I believe that is all I owe to the University classes.

Q. It seems you were not quite satisfied with them ?

A. That is true, I am afraid.

Q. Your character certificate shows you took interest in aquatic sports and literary activities of the college. These are very vague terms. What actually were these literary activities ?

A. I read papers in the Societies and wrote articles for the College Magazine.

Q. On what topics did you write articles ?

A. Topics connected largely with the college or hostel life but sometimes with literature also.

Q. What was the last article you wrote ?

A. *The Role of the Monitors.*

Q. I am afraid your title leaves me quite dark as to the contents. What is it about ?

A. A few persons were appointed in our college to watch the activities of the students outside the college. I didn't quite like this miniature Intelligence Department and said so in my article.

Q. *(Laughing).* But there must be good reasons to set up this Intelligence Department ?

A. There are, no doubt, but I suggest that we must leave the role of the police to the policeman.

Q. I suggest, on the other hand, that if your college students do not behave and if behaviour, though legal, is not social, a watch must be kept over you.

A. I admit the logic is on your side. But I resent being watched when I do not know why I am watched.

2nd Member. Have you ever written for the press?

A. No.

Q. In what other ways do you pass your spare time?

A. I have a fondness for palmistry.

Q. A fine hobby. I should myself like to be a palmist. Supposing I start doing it, how should I proceed?

A. I would suggest a few books—Benheim's *Scientific Laws of Hand-Reading*, for instance—and then I would ask you to examine hands, as many as possible.

Q. Here is my hand. Do you find any remarkable characteristic?

A. I see an unusually large Mount of Moon, which shows you have extraordinary imaginative powers and you may be very fond of travel.

Q. Well, I may use my imagination in other directions as well,

A. Quite so. In conjunction with a proper Line of Head, this kind of Mount of Moon shows literary activity of imaginative kind———writing fiction for instance.

Q. What is the most unusual hand you have seen?

A. A friend's hand with his Head Line broken into two.

Q. What does that show?

A. That shows that one day he may grow mad.

Q. Has it come out to be true?

A. It has. My friend committed suicide.

Q. So sad. But did you predict and tell him this!

A. No, I didn't predict his death.

Q. How far do your predictions turn correct ?

A. They are only 50 to 60 per cent correct. Palmistry is not an exact science.

3rd Member.

Q. What subject did you take up in M. A. ?

A. Geography.

Q. Did your knowledge of Geography help you in appreciating the European War ?

A. It did, of course.

Q. How far did Turkey render help to Germany ?

A. Taken all together it was substantial. It was twofold : direct aid out of her own raw material.

Q. Do you think Turkey had enough raw material of her own to supply to Germany ?

A. Some categories of raw materials she had enough and to spare ; chrome, for example.

Q. What is the use of chrome in war ?

A. It is used in the preparation of hard high-grades tetel.

Q. What other help Germany would have welcomed from Turkey ?

A. The passage through the Dardenelles.

Q. Did she get it ?

A. No ! But German ships once passed through the straits under the garb of merchant shipping.

Q. What steps did the Allies take to register their rotest ?

A. The Allies stopped the supply of war material to her and asked her to severe her connection with Germany.

Q. What steps did Turkey take to satisfy the Allies ?

A. She made her Foreign Minister, M. Memmen ciaglu to resign and severed her connection with Germany.

Q. Were the Allies satisfied with the step that Turkey took ?

A. Not exactly, but they were pacified enough not to take any serious step against Turkey.

Q. Have you any idea of the distance between Ankara and Berlin ?

A. I am afraid I couldn't give the exact figure.

Q. I just want a rough idea.

A. About one thousand miles.

Chairman. We have finished Mr.———. Good morning.

Mr. S. Good morning.

PAKISTAN AUDIT AND ACCOUNTS

(Superintendent of Posts class II)

Candidate. Good morning, Sir.

Chairman Good morning. Take your seat, please.

Candidate. Thank you.

Q. Your name is K. A. Rahman ?

A. Yes.

Q. This is the second time you are appearing ?

A. Yes.

Q. You had a good position last time, isn't it ?

A. But it hardly satisfied me.

Q. It couldn't, of course. How have you done your papers this time ?

A. Better than last time.

Q. You hope to get in ?

A. I do, though ultimately it will depend upon how other candidates have done this time.

Q. I wish you get in. But competitive examinations being not very sure, what do you propose to do in case you are left out ?

A. The truth is I have preferred not to worry about it so long as I was preparing for this examination and concentrating upon it.

Q. But you failed to get in last time and that ought to have set you a thinking ?

A. Again the truth is I couldn't think except in terms of future success in this very line. But I may say off-hand that I may go in for professorship.

Q. But doesn't professorship require preliminary training ?

A. It does in the Frontier Region but only for Government service ?

Q. What makes you take up professorship as a second alternative ?

A. Because I am very nearly fitted for it by my academic qualifications.

2nd Member. Have you a radio set ?

A. No.

Q. But you must have been listening to it frequently enough ?

A. I have been.

Q. What is the wave-length of Lahore ?

A. 276 Metres.

Q. Is it short or long wave-length ?

A. It is long wave-length.

Q. Have you ever heard broadcasts on short wave-length as well ?

A. Yes, from Cylone, for instance.

Q. Do you know what atmospherics are, ?

A. They are electric discharges in clouds producing a kind of crackling disturbance in broadcast reception.

Q. Can you tell me some other cause of disturbance in aerial broadcasts ?

A. Disturbance might be caused when broadcasts proceed from different stations on the same wave-length.

Q. Do such collisions occur in normal times ?

A. Very seldom.

Q. Why ?

A. Because broadcasting stations all over the world have been allotted their exclusive wave-lengths ?

Q. Who allots these wave-lengths ?

A. A committee representative of various nations meets at Geneva occasionally for this purpose.

Q. Is there any special consideration governing the allotment of wave-lengths ?

A. I know at least one consideration. If we divide the world into geographical zones, it is found that waves of particular lengths are suited for the climatic conditions of particular zones.

Q. You could give me an illustration ?

A. The 60 metre band was set-aside by the Cairo Conference for tropical zones, including India.

3rd Member: Could you give me an idea as to your travels ?

Q. I haven't been much of a traveller.

A. Well, you have travelled at least to Multan twice.

Q. I should call these merely trips and occasional at that.

Q. Have you ever gone beyond Multan ?

A. Only once, to Karachi.

Q. And you had opportunities to more outside Lahore also ?

A. Yes, to Peshawar and Lyallpur.

Q. Well, you have a fairly good record of travels to your credit.

A. But I never thought it was presentable or one on which I could compliment myself.

Q. Never mind. You have been travelling mostly by railway ?

A. Yes.

Q. Which train conveyed you to Bahawalpur ?

A. Awami Express.

Q. Did you notice any change in the way ?

A. I had travelled of course, from one end to another, and I could readily see the change in the language as also in customs.

Q. What change did you notice in customs ?

A. I found milk being freely sold on railway stations, which is rare in Lahore. Besides, the milk was served to customers in earthen pots which is still more rare.

Q. Why is milk not freely sold on the railway platform of Lahore ? I thought Lahoris liked milk and took it in plenty.

A. That is true. Lahoris like taking only the very pure milk, and personally I could never trust the platform milk and most reluctantly drink it.

Q. But this may also be due to a larger quantity of milk available on the Bahawalpur side ?

A. May be.

Chairman. You say on your Form that you changed from M. A. O. to Government College, Lahore after your B. A. Why didn't you continue in the M. A. O. College ?

A. There is no special reason except that I wanted a change.

Chairman. That is all. Good morning.

Candidate. Good morning.

PAKISTAN AUDIT AND ACCOUNTS

(Military Department)

Chairman. Good morning, Mr. Maqbool Qureshi.

Candidate. Good morning, Sir.

Q. You had first classes in all University examinations, except M. A. How is it you missed a first class in M. A. ?

A. I am afraid that is not easy to explain. But though I got a second class, I stood first in the college.

Q. That is very creditable. And you have given preference for the Military Accounts Department, Why ?

A. I have always been interested in military problems.

Q. What way do you think this department will provide an edge to your interest ? Surely, you don't expect a sort of military life here.

A. Not that. But I shall at least be in daily contact with a vital part of the military problem. I mean its financial aspect.

Q. What is the military expenditure of Pakistan ?

A. About XYZ crores of rupees in peace time.

Q. Do you subscribe to the view that military expenditure is a drain on Pakistan treasury ?

A. Personally I believe Pakistan is spending much less on her defence than most other countries.

Q. But what do you think of this talk about the drain on Pakistan treasury ?

A. As a matter of fact, we are constrained to maintain force of this magnitude because of the prevailing hostilities.

Q. If the conditions were otherwise, what would have been the results ?

A. There would have been a skeleton force entailing far lesser expenditure. Thus, the savings accrued, could be utilized to supplement and supplant the development schemes for the prosperity of the nation.

Q. With the war on, surely you don't expect an easy time in the Military Accounts Department.

A. I don't, of course.

Q. *2nd Member.* How many hours have you been working for this examination ?

A. About six hours on the average.

Q. You consider it sufficient ? I have been told students work eight hours, ten hours, per day ?

A. I might envy them, but they are too difficult for me to emulate.

Q. Six hours daily leave you a good margin for leisure. How do you spend it ?

A. I go for a game and occasionally to pictures.

Q. What game do you play ?

A. I play tennis.

Q. How many sets daily ?

A. Two or three.

Q. Doubles or singles ?

A. Generally doubles.

Q. What is the weight of your racquet ?

A. Thirteen ounces.

Q. Isn't it too light ? Why don't you choose a bit heavier.

A. Once, in fact, I used to play with a heavier racquet, but I got wrist-pains after drives and so I changed it.

Q. Did you represent your college in matches ?

A. Only occasionally. I was considered good enough to be a waiting-player in the team.

Q. Perhaps with a little extra effort you could have got into the representative team of the college, couldn't you ?

A. Perhaps, but during the last one year at least I could ill afford to put in extra effort, with my examination on.

3rd Member. You had English in your M. A. ?

A. Yes.

Q. Could you quote a line from Chaucer ?

A. I am sorry. Chaucer doesn't easily lend itself to memory.

Q. Then you could quote a line from your pet poet.

A. I could quote a line from Shelley:

'O wind,
If winter comes, can spaing be far behind ?"

Q. Does it represent any aspect of Shelley's poetry ?

A. A very important aspect—his persistent optimism.

Q. Persistent optimism ? Perhaps more persistent in Shelley is his melancholy strain.

A. Yes, that contributes to his romanticism. But the final impression of Shelley's poetry is hope and not despair.

Q. Do you think that romantic natures are melancholy ?

A. I should qualify by saying that romanticism of the era of the French Revolution was melancholy.

Q. And you could tell me a period when romanticism was not melancholy.

A. The Elizabethan age for instance.

Q. I should doubt it. To me there is nothing more melancholy than Shakespear's *Tempest.*

A. That is true. But the *Tempest*, strictly speaking, was not produced in the Elizabethan era. It came even beyond its fag-end.

Q. But only an Elizabethan could produce it. It is a typically Elizabethan product.

A. Would you permit me to put your statement in my words.

Q. Of course.

A. Then I would say that only a Shakespeare could produce it, and it is a typical late Shakespearean product.

Q. That is all right. Thank you.

Chairman. Mr.—, that is all we wanted to ask you.

Candidate. Right sir. Good-bye.

Chairman. Good bye.

PAKISTAN AIR FORCE

Chairman. Good day, Mr. Noor Khan.

Candidate. Good day, Sir.

Q. Sit down, please.

A. Thank you.

Q. You tell us in your Form that your brother is working in the Karachi aerodrome office. In what capacity is he working ?

A. He is an Accountant.

Q. Perhaps he can't teach you much about flying ?

A. No, but I can take advantage of his presence there.

Q. What is an air-port like ?

A. I have an idea about the Karachi air-port. It is equipped with a wireless station, a meteorological office, a system of broadcasting weather report, and maintenance, and service facilities.

Q. Have you ever examined the parts of an aeroplane ?

A. Yes, but only the important parts.

Q. What parts of the aeroplane keep it flying ?

A. The wings, lifted by the pressure of the air.

Q. But how does it happen that in a plane of two wings, the lower and the upper wings do not tend to fold up by the pressure of the air.

A. They are kept apart by the flying wires.

Q. And you must have noticed the landing wires also ?

A. Yes, in a biplane.

Q. Have you heard of " trucks " ?

A. Yes; that is the popular name for the landing gear, which consists of the wheels, axle and their bracing.

Q. How is it that when a plane lands at an enormous speed, it doesn't meet a crash or break into pieces ?

A. There are the shock-absorbers in the undercarriage, which prevent anything of this sort happening.

Q. Have you ever examined the engine of an aeroplane ?

A. Yes.

Q. Perhaps you could give me an idea as to its working ?

A. The main parts connected with the working of an aeroplane engine are a carburetor, cylinder, piston, connecting rod, crankshaft and propellor, Gasoline, the fuel for the engine, is placed in a carburetor which enables it to be mixed up with just the quantity of air necessary for its explosion. By means of a pipe, the gasoline flows into the space of the cylinder into which is fitted the piston. An explosion is caused in the gasoline by means of an electric spark, which makes the piston go down and carry its force to the crankshaft by means of the connecting rod. The function of the propellor is similar to the function of a flywheel in an automobile to keep the piston going. The engine is stopped by stopping the electric sparks.

Q. Quite so. I feel sure you will make a good pilot.

A. I very much hope. Thank you.

Another Member. I hope you have been following the war events with keen interest ?

A. Yes.

Q. Could you name a familiar type of fighter plane of Pakistan ?

A. F. 104.

Q. This was considered invincible, wasn't it ?

A. Yes, it has proved so against Indian fighters in the past war.

Q. What function the aeroplanes have performed in addition to throwing bombs ?

A. The landing of parachute troops.

Q. Hasn't it sometimes seemed strange to you that whole armies were landed from air and yet no body on the land shot them and finished with them ?

A. Some parachutists were in fact shot down but most of them could land because they had "fifth column" supporters below.

Q. What do the parachutists do ?

A. They are highly trained men, each a soldier, radio expert, engineer all combined, creating panic among the enemy, breaking down bridges in the rear, and seizing the radio centres.

Q. Do you think parachutists could be landed in India and meet with success ?

A. It seems possible. After all an Indian is much less disciplined than a Pakistani.

Q. How do you explain this lack of discipline among the Indians ?

A. Perhaps because they never had the necessity of discipline.

Q. There was an enemy air raid on Karachi. Do you think it led to more discipline among the people ?

A. I do. The people moved by a common purpose of defence, forsaking all party-factions.

Q. The present war then should give a sense of organization to the Pakistanis ?

A. It certainly should.

Chairman. I would detain you only for a moment more. You understand that it is a temporary commission ?

A. I know it.

Q. Then what do you propose to do when we no longer require you ?

A. Even after war airmen will be needed to defend Pakistan, and I hope to be one of them.

Chairman. Let us hope. Good-bye.

Candidate. Good-bye.

PAKISTAN AIR FORCE

Chairman. Good morning, Asghar Khan.

Candidate. Good morning, Sir.

Chairman. Will you please take the chair ?

Candidate. Thank you.

Q. You are a graduate of Government College, Lahore ?

A. Yes.

Q. Were you a member of the U.T.C. ?

A. Yes.

Q. In what way do you think your training in the U.T.C. will help you in the Air Force ?

A. The U.T.C. has given me a military back-ground and a sense of discipline.

Q. But to take the fullest advantage of this background, why don't you join the army ?

A. I like flying more than army life.

Q. Have you ever flown in an aeroplane ?

A. Many times. Last time I flew from Karachi to Lahore.

Q. But you understand that it is one thing to go on a joy-ride and quite another to fly over enemy territory ?

A. I have thoroughly weighed the dangers of flying.

Q. Have you any idea what you might be required to do after you have completed your training ?

A. I may be sent on air operations any where.

Q. What will you do if you are caught up in a storm over the Bay of Bengal ?

A. I believe I could be guided by some nearby Pakistan air-station through radio signals, and shall try to land.

Q. Supposing you are faced with a sudden barrage of anti-aircraft guns, what will be your immediate precaution ?

A. I should ascend and run the machine in an irregular zigzag manner.

Q. You have read of the air raids of the R.A.F. on Germany and of the German Air Force on England. Do you think the bombers escaped the anti-aircraft guns by the simple method of flying in a zigzag path ?

A. I mentioned this as an immediate precaution. A measure used by Germany has been to throw smoke screen to make the bomber invisible.

Q. Supposing you are detailed for a raiding trip over Berlin. Considering the present situation, where will you start from ?

A. I believe from aerodrome on the Western front.

Q. What will be your points of attack on Berlin ?

A. What are called the military objectives—arsenals, ammunition, factories, bridges, power-houses and important industrial plants.

Q. Will you spare the civil population ?

A. So far as is possible.

Q. But why ?

A. It is inhuman and against the existing British moral code. Besides, it is not useful from the military point of view.

Q. I am not convinced. Civil population is the backbone of the front line. Shouldn't it be crippled ?

A. It cannot be crippled because even air operations have limitations of their own. The number of people that can be killed by bombs is small as compared with the great risk of losing highly-trained pilots and costly planes.

Q. Could you suggest some other method of rendering the civil population inefficient for active work ?

A. As a pilot, I could create panic by throwing incendiary bombs or explosives.

Q. What other work besides that of destruction are you supposed to do as a pilot ?

A. I may be required to undertake reconnaisance fights.

Q. Do you think a mass air attack on Pakistan is possible ?

A. It is highly improbable considering the extraordinary defences of Pakistan.

Q. Besides installing anti-aircraft batteries what other measures had been taken in England to ward off air attacks ?

A. One measure was the setting up of barrage balloons.

Q. What are these ?

A. Balloons are hoisted over steel wires reaching beyond a height of 20,000 feet and subjecting the enemy planes to the fatal danger of being cut across.

Q. You hope then that Pakistan is capable of standing against any air-attack.

A. I do, very much.

Q. Don't you think German's new offensive weapons like flying bombs and V-2 bombers, etc., proved effective ?

A. I doubt very much. Such weapons had a nuisance value no doubt, but not militarily effective-

Q. But the English were greatly unnerved by the loss that they suffered because of the raids by pilotless bombs ?

A. The English are very tenacious and they remain calm and cool under difficulties.

Chairman. That is all right. We have finished.

Candidate. Good-bye, Sir.

Chairman. Good-bye.

PAKISTAN WESTERN RAILWAY

Chairman. Good after-noon, Mr. W.A. Shaikh.

Mr. S Good after-noon, Sir.

Q. You are F. Sc., (non-Medical).

A. Yes, Sir.

Q. What was your position in mathematics in your class.

A. I generally topped the list in my class and won a first prize in this subject in my college.

Q. How do you spend your spare time ?

A. I have a set of mechanno and I fill up some of this time in constructing bridges, windmill, water mill with the help of the parts in the set.

Q. So you have an inherent inclination for an engineer's profession.

A. This is why I have selected this profession.

2nd Member. You say in your form that you are an active sportsman.

A. Yes. Sir.

Q. Oh ! I see. What game do you play best ?

A. I am a member of the Foot-ball Ist eleven of my college.

Q. Has your any of the college teams represented in any University Tournament Matches ?

A. Yes ! our college won Volley-ball trophy in 1967.

Q. Is any of your team taking part in the next olympic games ?

A. Yes ! our Foot-ball team.

2nd Member : Do you read 'newspapers' ?

A. Yes Sir.

Q. Which paper you read ?

A. 'Dawn'.

Q. Why do you not read '*Pakistan Times*' ?

A. So far as the news items are concerned every paper contains almost the same news. '*Dawn*' contains very good articles on general topics which are very useful and informatory.

Q. As a regular reader of newspapers you must have read the Khyber Mail disaster. Do you know what it was due to ?

A. It was revealed after due enquiry that the disaster was due to sabotage.

Q. Who, do you think, the saboteers are ?

A. Nothing has so far been revealed. It may be the work of our enemy or some Quislings. If the latter, the action is highly reprehensible and such misguided youth should be given exemplary punishment because they bring discredit to the fair name of the country.

Chairman : Well Mr.Shaikh ! I agree with you that such men tarnish the fair name of the country to which they belong. Thank you. Good afternoon.

A. Good after-noon, Sir.

MINISTERIAL SERVICES EXAMINATION

Chairman. Good morning, Mr. Pervez Pasha.

Candidate. Good morning.

Q. Will you please sit down ?

A. Thank you.

Q. You are a first class graduate ?

A. Yes.

Q. You state here that you are a good swimmer.

A. I am.

Q. Did you ever swim across a river ?

A. Yes, two rivers.

Q. Which ?

A. The Jhelum and the Chenab,

Q. You could give me some idea as to the width you covered ?

A. About fifty yards, I believe.

Q. At what point did you cross the river Jhelum?

A. At Baramula, near the bridge.

Q. Supposing you are caught up in a whirling eddy, what will you do ?

A. I know of only one sure way, and that is to use my muscles and get out of it. In certain cases a dive may help, because an eddy has less force beneath the surface.

Q. Have you ever been to the bottom of a river ?

A. Yes.

Q. Supposing it to be a deep river, how do you go down ?

A. By keeping the head in a downward slanting position and then swimming.

2nd Member. Have you ever been to an office ?

A. Yes.

Q. Then you must have some idea of the sort of work you are expected to do in ministerial service ?

A. Yes, but I am afraid only theoretical.

Q. What will be the easiest thing for a raw man like you to work at immediately on joining the office ?

A. Diary and despatch, I believe.

Q. You understand what an outstanding letter is ?

A. Yes, a letter the reply to which has been delayed beyond a certain definite period.

Q. Good. But how would you know that there are certain letters outstanding ?

A. From my diary reigister, where the letters which are disposed of are marked off and the rest, if any, are considered outstanding.

Q. What do you mean when you write "Filed" against a letter in your diary register ?

A. It means the letter has been finally disposed of for the time being.

Q. You understand what a reminder is ?

A. Yes.

Q. Well, it might happen that you cannot file a letter nor can you send up the necassary reply for a few days. What is the safest course to avoid a reminder ?

A. To issue an *ad-interim* reply.

Q. Of course. Supposiag now, for a moment, that you delay or sit over a letter and actually get a reminder, what punishment would you expect ?

A. It depends upon the nature of the letter and upon my officer too. At any rate I should be prepared for a snub.

3rd Member. Do you read newspapers ?

A. I do, sir.

Q. What is the most interesting thing you find in them these days ?

A. The war news.

Q. Could you tell me a really sensational event of the past war.

A. The cold shoulder given to Pakistan by certain Big Powers.

Q. What is the cause of this ideology ?

A. The cause is crystal clear if we see it in the light of the maxim "In a monopolized world every sin may be rewarded but every virtue may be punished altogether."

Q. Where have the Indian troops been sent in connection with the past war ?

A. Sectors of Lahore, Sialkot and Sind, in fact in every theatre.

Q. Can you tell me of a really memorable fight they were engaged in ?

A. They fought supported by 600 tanks but fled.

Chairman. Did you apply for emergency Commission ?

A. No.

Q. Why ? I thought Pakistan requires to-day more fighters than clerks.

A. But perhaps it dosen't follow that Pakistan can dispense with clerks altogether.

Q. Quite. But young men like you should be prepared to leave the desk and enlist should an emergency arise.

A. That is true, and I am sure when the time comes I shall not be found wanting.

Chairman. That is all. Good morning.

Candiate. Good morning.

ORDINANCE DEPARTMENT

Chairman. Good morning Mr. Aziz Bhatti. Please take the chair.

Candidate. Good morning, Sir. Thank you.

Q. Are you a graduate ?

A. No, I left college in my 4th year.

Q. Do you think with the academic qualification you possess you wlll be able to perform your duties efficiently in the Ordnance Department ?

A. I am very hopeful about it.

Q. I believe you keep robust health, do you ?

A. I am perfectly healthy.

Q. Did you take part in sports ?

A. I am a keen athlete.

Q. Did you ever play *Kabaddi* ?

A. No. We don't play this game over there.

Q. Did you ever run a cross country race ?

A. No, but I have been running mile races.

Q. I am sure you know that it is a military department and you must keep fit as a fiddle.

A. Yes.

2nd Member : Have you any military servi ce behind you ?

A. None. My forefathers hardly realized the importance of military service, and in fact they had very few chances even to enter them.

Q. Well, I am glad you are going to set up a precedent. Have you any record of war services ?

A. Yes, my father helped in recruitment and fund collection during the last war.

Q. Does he possess a testimony to this effect ?

A. Yes, he has got one from the then Collector.

Q. Have you ever been able to do anything so far by way of help in the present war ?

A. Twice I have contributed the Emergency War Fund out of my private purse.

Q. Does your father interest himself in recruitment now ?

A. He hasn't had the occasion to interest himself actively as there are already too many volunteers in the field.

3rd Member : Have you ever been to an ordnance stores.

A. Yes, once only, as private visits are generally not permitted.

Q. What is the difference between a depot and an arsenal ?

A. Arsenals store arms and ammunitions ; while depots store all other things.

Q. What do the ordnance stores consist of ?

A. Almost every article of daily use by the military.

Q. Supposing you are accepted here, what are you supposed to do in the Ordnance Department ?

A. I may become a Military Assistant Storekeeper, and may be plased in one of the numerous groups, say the camp group, in charge of stores pertaining to camps.

Q. I hope you know that you will be bearing a military rank ?

A. Yes.

Q. And you may become a lieutenant one day ?

A. I may, of course.

Q. What will be the difference between you and a lieutenant of the regular army ?

A. It is that while he is meant to fight, I am not.

Chairman. But you know. Mr. Bhatti that having joinedthis Department you are supposed to go on field service.

A. I know.

Q. Will you be prepared to leave West Pakistan at the shortest notice ?

A. I have understood it to be a necessary condition.

Q. What do you think will your duties be on the field ?

A. I haven't got the exact idea, but I believe it must be issuing and maintenance of stores.

Q. A fairly dangerous task, isn't it ?

A. It is, but I believe ordance stores are located some distance off the actual battle-fields and are therefore comparatively safe.

Chairman. (*laughing*) Well nothing is safe in these days of swift aeroplanes and aerial bombardment. Anyhow we wish you luck. Good-bye.

Candidate. Thank you, sir. Good-bye.

THE ROYAL PAKISTAN NAVY

Chairman : Sit down, Mr. A. R. Khan.

Candidate : Thank you, Sir.

Q. You are a graduate, I see. What makes you take up the naval career ?

A. I feel I am quite fitted for it. I have always had a fondness for the rivers and the sea, and would have gone in for a naval career even if the present dangers in Pakistan did not prompt me.

Q. Have you been taking part in the aquatic sports in your college ?

A. Yes, Sir, I have been.

Q. What particular sport ?

A. Boating.

Q. Do you know swimming too ?

A. Yes I was a member of the Swimming Club in our College.

Q. Have you got any relations in the Navy ?

A. A cousin of mine is employed in the Karachi dockyards, but really none of us has had a good opportunity to join the Navy.

Q. Are you interested in the present world war ?

A. Yes, Sir.

Q. Have you heard of the battle of Philippines ?

A. It is a group of islands off the coast of China.

Q. How far in your opinion have Philippines proved "a new Gibraltar" in that war ?

A. The fortress appears to have proved a grave hindrance to the Japanese Navy. After their capture by Japan, the Japanese navy could move in the Pacific without let or hindrance. But after the relanding of American marines on Levte, Japanese Navy movement had been restricted. This is why Japs were fighting desperately to dislodge the Americans.

Q. Do you think Japan had in any way affected the naval war in Europe ?

A. It had, by creating trouble round Singapore and in the East Indies and tieing down some of British and U. S. Navy in the East.

Q. Well, Mr. A. R. Khan have you ever seen a battleship ?

A. No.

Q. But you possess some idea about it, don't you ? What is the ordinary length and weight of a battleship ?

A. On the average it has a length of about 600 feat and weight of about 40,000 tons.

Q. Supposing you are in a battleship, how would you detect the presence of an enemy in submarine in your vicinity ?

A. By listening devices.

Q. Could you tell me how you would get about rounding up the submarine ?

A. I would begin with a depth charge.

Q. That is all right. I am sure you are aware that life on a ship is pretty hard and risky ?

A. I have heard about it, but I wish to see it myself !

Chairman. Right Good bye.

Candidate. Good bye, Sir.

EXTRA ASSISTANT COMMISSIONER

Chairman. Good morning, Mr. Tehmasap Khan.

Candidate. Good morning, Sir

Q. Sit down, please.

A. Thank you.

Q. You have been a student of the F. C. College, Lahore ?

A. Yes, Sir.

Q. You passed L L. B. this year.

A. Yes, Sir.

Q. You say that you have been snecially interested in debates, were you ? Did you ever win a trophy or a prize ?

A. Yes, I secured a prize in Y. M. C. A. Contest.

Q. What is the procedure you follow before making a speech ? Do you prepare the speech and mug it up ?

A. No. I prepare the speech as well as I can, and then till I speak I try to forget everything about it.

Q. Well, that is good. And what do you do when sometimes you get confused while speaking. You know it, isn't quite easy to come back to the right point.

A. It is not, of course. But occasionally I can bluff the audience and find my way out !

Q. Weren't you interested in sports ?

A. Not very much, I am afraid.

Q. That is why you are not robust !

A. But that may be constitutional.

Q. May be, yes.

2nd Member. You had economics for your M.A. ?

A. Yes.

Q. How far do you think that the United States is economically interested in Vet Nam ?

A. I think its interests are in securing supplies of certain minerals, rubber, etc., and the security of those Americans having roaring trades there.

Q. Don't you think that the Socialist countries also require these supplies as much as the United States ?

A. Perhaps the comparison between the two is not apt. The former ones have also their own resources for getting such requirements.

Q. What measures have been adopted by Britain to subject the 'R' to economic blockade ?

A. First a machinery for contraband control was devised, then agreements to prevent goods from reaching 'R' were entered into with certain governments, and a third method has been the introduction of the Navicert System.

Q. What is the Navicert System ¿

A. This is a method by which confinements are certified before shipment as not being destined for the enemy country.

Q. Do you think the British economic blockad has been successful ?

A. No ! It has proved to be a 'farce'.

3rd Member. You must have been reading a lot for this examination, haven't you ?

A. I had to, of course.

Q. Don't you have some leisure hours ?

A. I do.

Q. How do you spend them.

A. Generally in non-essentials, like listening to the radio or going to the pictures.

Q. Don't you have a regular hobby ?

A. None that I could boast of !

Q. Well you go to the pictures. Could you tell me of a striking picture you have seen of late ?

A. *The Great Dictator.*

Q. Well, that is a good picture. Which is the best scene you liked in that picture ?

A. The scene in which the hero, who is Hitler of course, plays with a balloon, painted with a map of the world, and while he is playing with it and fondling himself with dreams of world conquest, the balloon bursts.

Q. How did you like the scene of the quarrel between Hitler and Mussolini ?

A. I think it was too farcical.

Q. Well, the whole picture was a farce in that sense.

A. It was, no doubt.

Chairman. That is all right. Mr. Tehmasap. One minute more. Have you got any relations with those who have been or are in the army ?

A. No. I haven't.

Q. Supposing you are offered a Commission, will you agree to accepting an emergency commission and proceeding ahead.

A. I should have no objection.

Chairman. That is all. Thank you.

Candidate. Good-bye, Sir.

PAKISTAN SERVICE OF ENGINEERS

Chairman. Good morning, Mr. Shuja D. Khan.

Shuja D. Khan. Good morning, Sir.

Q. You have been at the Moghalpura (Lahore) University and taken a degree in Engineering ?

A. Yes, Sir.

Q. I presume you had adequate instructions in all branches of the profession as well as practical experience ?

A. Yes Sir.

Q. Have you visited any of the greater Engineering undertakings in this country ?

A. I have paid visits to the Batala Engineering Company and studied production in all its branches.

Q. Do you think that the industry needs protection for any length of time ?

A. I am sure it does, if adequate results are to be obtained in Pakistan.

Q. Has protection proved of any help towards the industrial development of the country ?

A. Definitely. But for protection, Pakistan would not have succeeded in establishing sugar manufacture and cycle manufacture industries. Both these are of recent growth, and in the case of the one mentioned last, the foreign article has almost entirely been ousted.

Q. (Engineering specialist). So far as laying railway tracks is concerned, do you favour timber or iron sleepers ?

A. I think recent experiments prove that the latter are more durable.

Q. At present could these types of sleepers be produced in Pakistan at competitive rates with the imported article ?

A. That is another argument in favour of protection. I feel sure that these can be prepared to quote competitive prices.

Q. Now so far as experience shows, the Diesel Engine is likely to supplant the older types of motivepower; are you an advocate for continued experimentation with these?

A. I believe they have already justified and established themselves completely.

Q. Would your opinion apply to hydraulic and irrigation works also?

A. I think so, judging from what I know of the Sukkur Barrage Project.

Q. Would you consider that Pakistan's economic prosperity is bound up with the development of this profession?

A. Undoubtedly, as is instanced by the great irrigation and hydro-electric schemes at Rasul, Sukkur, Peshawar and elsewhere.

Q. You would agree that the potentialities of water-power for electrification are adequate to meet the demand?

A. If properly harnessed.

Q. Silting of rivers is a tremendous obstacle in Pakistan to engineers. Does this constitute a problem for you?

A. I think silting will disappear with the increasingly free use that is now made of mechanical dredges.

Q. The cost of labour and material for earthworks has increased by over a hundred per cent. within the last few years. What suggestion could you make that would effect an economy?

A. That is a difficult thing to say but the important factors to be considered are :—

(*i*) Railway transport rates;

(*ii*) Cost of living for labour:

(*iii*) Improved markets;

(*iv*) Higher wages;

and so forth. I am not in a position to offer a more definite opinion.

Q. Is the present world war likely to have any effect on the profession in Pakistan.

A. I think that the war will indirectly be a help to the engineering profession.

Q. In what way, may I know?

A. The war, being extended over almost all parts of the world, is already seriously hampering international commerce. Each country has to fall back on its own resources. Pakistan shall, therefore, have perforce to develop her own industries, and in doing so, must take help from her engineers.

Q. In my opinion, engineers can be of great help to the Government of their country these days.

A. Undoubtedly. Apart from discharging useful duties in the production of materials in the ordinary manufacturing lines, the profession can assist in the prosecution of the war effort, and production of arms and ammunition.

Q. Don't you think that the private factories already existing in the country would not be of much use in this direction, having equipment of an entirely different nature?

A. On the contrary, I believe that most of the steel rolling and metalware factories could easily be adapted for this type of work, with some necessary alterations. The power plants of other factories could be usefully employed in turning out hundred and one other small articles which the army requires.

Chairman. Thank you. Good morning.

Shuja D. Khan. Good morning, Sir.

Notes on the *Viva.*

It should be noted that in this 'model' the questions asked of the candidate vary in purpose and form.

The range of questions is wide, more or less of a technical character, but not searching, as the object of *Viva* is not to discover what a candidate does *not* know but how far he can express his ideas about matters concerning his own profession in language that is both accurate and suitable.

It should also be noted that questions on allied subjects are often asked, *viz*, on Economics, Agriculture, etc.

Candidates are often led to believe that questions will only relate to matters of very general interest, such as travel, books, etc., but this is a misconception. Of course the answers to such questions must be to the point and keep in mind, invariably, the central fact that it will be of advantage to refer them to the profession of engineering, so far as is possible.

For example, a question *re.* places visited: a candidate should be careful to emphasise (if in his experience) visits to engineering centres and works, any other places being less important for the purpose of this particular *Viva*.

Yet another point of importance to observe is that such *Viva* are briefer, because of being more intensive and technical, than those for some of the other Services. Therefore answers must necessarily be more accurate.

Where a definite and accurate answer is not possible, it is just as well to admit that one's knowledge does not justify an unqualified opinion or decision.

RAILWAY ENGINEERING SERVICE

Chairman. Good afternoon, Mr. Sen.

Mr. S. Good afternoon, Sir.

Q. Have you a Science degree ?

A. Yes Sir, I am a B.Sc. in Engineering.

Q. Of which University ?

A. Of Dacca University, Sir.

Q. In what branch did you specialise ?

A. In the mechanical branch.

Q. What were your optional subjects in the Intermediate examination ?

A. Mathematics, pure and applied, and Physics.

Q. What class did you obtain ?

A. A 'Second' Sir.

Q. Have you ever won any prize for Science in school or college ?

A. I have, Sir, in my final year at school won a silver medal for standing first. (*Shows Medal*)

Q. It is quite a pretty one ! I suppose you are proud of it ?

A. I am, Sir.

Q. Do you play games, Mr. S.

A. Yes, Sir, both tennis and volley-ball.

Q. Have you been in any of your school or college sports teams ?

A. I was in the Ist hockey XI in college and in the second XI in baseball.

Q. Do you like athletics ?

A. I am a runner, Sir.

Q. What is your University record for the 100 yards?

A. 10.4 seconds.

Q. Has your University got a field for sports or do you run on an ash track?

A. All our sports take place on a grass field but we also have practice on ash track.

Q. Which do you prefer for running?

A. An ash track.

Q. Why?

A. Because one can get a better foothold and does not slip.

Q. Was the 100 yards record you gave us set-up on an ash track?

A. Ne Sir—on grass.

Q. Do you think there would have been an improvement on time on an ash track?

A. I think it could have been reduced by one fifth of a second.

Q. Your home is in Dacca, Mr. Sen?

A. Yes, Sir.

Q. Your district believes in having excitement and giving others some too?

A. Only a few of our people are obstreperous!

Q. How do you account for that, Mr. Sen?

A. I think those who participate in extremist activities are goaded by unemployment and the resulting idleness.

Q. It is quite impossible to find work for everybody, but not every one who is unemployed becomes an extremist. Do a number of your people start small-scale industries.

A. No Sir, comparatively few do.

Q. Why? They do not require much capital.

A. That is so, Sir, but even that little is not available and interest on loans is high.

Q. How would you absorb the unemployment among the uneducated classes of your district?

A. By creating a programme of utility construction works: roads, irrigation and railway and by engaging them as labourers, supervisors, gangmen and so forth.

Q. But where would the money come from? Provincial revenues are not yet sufficiently prosperous to contribute much towards the cost.

A. I would impose an employment tax as distinct from the income-tax in order to raise money.

Q. But surely sufficient money would not be forthcoming by that means?

A. And I would not restore the 15 per cent. cut or abolish the super-tax. At least in these ways a proportion of unemployment could be relieved.

Q. You would be an unpopular official if you do these things!

A. Only with the classes affected. Sir, but not with those whom such relief would help and it would check the menace of unemployment.

Q. To what extent do you think that roads in Pakistan will compete with railways?

A. I am sure that when Pakistan's roads system is fully developed they will play an equally important part as the railway transport services, and there are signs of such development even to-day.

Q. Would you allow roads and railways to compete or, as an engineer, would you consider it good policy to co-ordinate their activities?

A. I think engineering is a science which teaches daily lesson of co-operation and co-ordination and I believe that Road and Rail should be co-ordinated.

Q. Now as regards Airways of Pakistan, would you suggest that these should follow the transport lines used on the ground level ?

A. I think Airways should always align themselves with Railways and act as feeder services.

Q. Do you think it is to the advantage of Railway Workshops to adopt the eight-hour day ?

A. Yes, Sir, I do definitely, as no one can do continuous manual work of the same quality for a longer period.

Q. Do you agree with insurance for railway employees in mechanical workshops ?

A. It is, I think, unavoidable and quite essential.

Q. Such contributions as are necessary are made in part by the employee and deducted from his pay or wages. Do you think this is right in principle ?

A. No Sir, I do not I feel that the Railway should contribute the whole amount.

Q. But the Railway can get thousands of unemployed people to accept this system of payment.

A. That may be, Sir, but it is not ethically or economically sound.

Chairman. You have given us very satisfactory answers, Mr. Sen. Good morning.

Mr. Sen. Good morning, Sir.

PAKISTAN SERVICE OF ENGINEERS

Chairman. Good morning, Mr. A. R. Smith

Mr. Smith. Good morning, Sir.

Q. You have been educated at Edinburgh. You took a degree in Mechanical Engineering.

A. Yes.

Q. Did you enjoy your stay at Edinburgh ?

A. Very much, thank you.

Q. What interested you most in that city ?

A. The Castle and the older quarter of the town, particularly Holywood Palace.

Q. It probably occurred to you that there must have been very good builders and architects who constructed and planned those edifices and buildings ?

A. Yes, it did strike me.

Q. Do you think that the art of building has deteriorated during the last 200 years ?

A. I don't. In fact, I should say that the modern builder has profited greatly by the past and that modern architecture is equally beautiful and well-designed.

Q. But taking buildings in Pakistan of a contemporary period to those which you admired in Edinburgh, would you say that there are any signs of a revival in this country, of such noble works of art as were produced in those days ?

A. Probably our standards of judging beauty in architecture have altered but there can be little doubt that an immense city like Lahore and the modern buildings of Dacca, Islamabad and other greater cities are as grand as those which were built before our times.

Q. Would you say that colour, line or proportion, are more important in judging the beauty of a building or of a construction ?

A. I should think that an engineer would always consider line and proportion as more important than colour and of these two, proportion.

Q. Did you have an opportunity of visiting any of the greater engineering institutions in other parts of Great Britain or on the Continent?

A. I visited the German engineering works at Essen and was greatly impressed by the very great strides which the German people have made in engineering science, since the War, and I was also impressed by the shipping works and docks at New-Castle-on-Tyne, Birmingham and Manchester.

Q. What branch of Engineering interests you most?

A. Automobile Engineering.

Q. Of course. If that branch of the profession is not catered for by the Pakistan Service of Engineers. What other branch of the service attracts you?

A. I think that branch which is most nearly allied to Automobile Engineering, namely, Mechanical Engineering.

Q. Have you ever visited Beco and Railway Workshops?

A. No, but I propose doing so soon.

Q. Then you are unfamiliar with engineering production in this country?

A. My knowledge is largely theoretical.

Q. Have you been working in Pakistan since your return from abroad.

A. No.

Q. It is now nine months that you have had no practical experience. Do you think you have in any way lost touch with your specialized knowledge?

A. I have made it an invariable rule to study daily for a few hours and to work out projects and plans to scale.

Q. What is your favourite reading ?

A. "The Scientist" and scientific and engineeing journals and as many of these that I may be able to procure locally on engineering subjects.

Q. I presume that you find it difficult to obtain good books locally ?

A. It is difficult and expensive to get the latest publications in Pakistan.

Q. You would probably welcome a library which catered for such books, essentially ?

A. I think it would be a public-spirited person who would start such a library.

Q. I suppose you have some familiarity with the works of that eminent Engineer, Sir Ganga Ram ?

A. I admire his works greatly.

Q. You would agree that Pakistan's greatest need perhaps is a fine body of Engineers.

A. I think it is Pakistan's greatest need in order to develop her many resources.

Q. Then you picture a bright future for the profession in this country?

A. I do, and that is one reason for my wishing to be a member of it.

Q. Do you appreciate that an Engineer must be devoted to his art and must not treat it merely as a lucrative employment ?

A. I feel sure that only unselfish men are worthy of so great, a profession.

Q. You must be aware that some foreign manufacturers of international repute have started manufacturing their goods in Pakistan.

A. Yes ; these are Batas of Czechoslovakia, the Dunlop Rubber Co., Phillips Corporation, etc., etc.

Q. Why do you think have they done so ?

A. Pakistan requires cheap articles, so that the costs of manufacture have to be kept low by the manufacturer. By making the article in this country, the manufacturer takes advantage of the much lower wages of labour. The costs of transporting the raw material which is available in or near Pakistan in the case of either manufacture, from and the finished goods to Pakistan are also saved. Besides, no difficulty regrading Foreign Exchange is involved.

Q. I will only detain you a moment longer to inquire whether you have visited any of the marvellous engineering constructions which are being unearthed and which are revealing the glories of ancient erstwhile India.

A. I have visited Taxila, Harappa and Mohenjo Daro.

Chairman. I feel sure that you have like myself, been impressed by the engineering skill which those excavations reveal. Thank you Mr. Smith, Good morning.

Mr. Smith. Good morning, Sir.

PAKISTAN FOREST SERVICE

Chairman. Good afternoon, Ch. Bagh Ali.

Bagh Ali. Good afternoon, Sir.

Q. I note that you come from the Montgomery district. I suppose you are familiar with the excellent reserve forests at Chhanga Manga.

A. Yes, Sir.

Q. Have you any experience of Forest Reserves elsewhere in Pakistan ?

A. I was on holiday in the Chittagong Hills two years ago and traversed the Reserves there.

Q. You can therefore distinguish quite well between the different types of trees ?

A. I think I am familiar with the more important species.

Q. There are certain tracts in West Pakistan which have to be *afforested.* You can possibly appreciate the reason for this policy ?

A. It is necessary I suppose to plant trees in places where it is desired to secure moisture and shade and to build up reserves of the more valuable trees which would otherwise probably die out in time. That I do appreciate.

Q. And there are other tracts which are so heavily wooded that it is good policy to effect *deforestation.* You would not consider this a destructive policy, would you ?

A. Not, if the deforestation was carried out without unnecessary injury and in the interests of the timber industry.

Q. You are an M. Sc. I believe you read Botany ?

A. Yes, through all the stages, from Intermediate to Master's degree.

Q. Have you visited any Plant Institutes or conducted original research in Plant Life ?

A. I have been to the Research Institute at Lyallpur and seen the work of the Agricultural Departments, also on a visit to Silvicultural Institute, Dacca.

Q. You have thereby gained, we may assume, a wide knowledge ?

A. I should hope so, Sir.

Q. Have you ever camped out, away from large cities for any length of time ?

A. Each year for six years, I have spent my vacations in the Kaghan or Kashmir valley.

Q. You are, I suppose, keen *shikari*?

A. I was able to obtain a gun licence two years ago and have done a little big game shooting.

Q. Where was that ?

A. During the winter vacation in the Lahore District.

Q. You can value the close relationship between the Flora and Fauna of wild natural life. Do yon think that protection of forests is actually an indirect attempt to protect wild life ?

A. I think forest officers are the best and proper people to value and protect wild life.

Q. You would be in sympathy then with a definite attempt to protect birds and animals in remote places ?

A. I have read with pleasure of the official steps that are being taken to preserve wild life in the forests of the West Pakistan and elsewhere.

Q. You enjoy a robust health ?

A. I have never been sick.

Q. You are not a malaria subject ?

A. No, Sir.

Q. Then you are very fortunate, Chaudhury Sahib! Mosquitoes are usually no respectors of persons : but supposing you were required to suggest the best means of preventing malaria in forest districts, what would be your spontaneous recommendations ?

A. I should say mosquito nets and quinine essentially.

Q. But nets are not fool-proof, are they ?

A. I think a light frame with fine wire gauze net attached permanently to a bed or preferably a guaze net room would be practically fool-proof.

Q. You have probably heard that one of our senior officers has experimented, with such an invention, with success ?

A. Yes, Sir.

Q. Have you any experience of First Aid ?

A. I have qualified for the St. John's and Red Cross Diplomas.

Q. What is your usual diet ?

A. Vegetables and fruits.

Q. And you can ride ?

A. I am just learning.

Chairman. Thank you, Ch. Bagh Ali, that will be all.

Bagh Ali. Good afternoon, Sir.

Chairman. Good afternoon.*

Explanatory note.

The general remarks under explanatory note on page 85 apply in this case also, except sugesstions regarding books. The candidate is recommended to read one or two recent publications on the forests of the East and West Pakistan and also "Scientific Husbandry of Plants and Trees."

It will be observed that most of the questions have a direct bearing on the service itself and that some of the other general questions are framed to elucidate to what extent the candidate fulfils the requirements of a strenuous and out-door life. It being also expected that he should be acquainted with emergency measures in cases of accidents, etc.

In a *viva* for this service, it should not be out of place to give fuller and more expansive answers than in a *viva* for P.M.A., but a caution is necessary, *viz.*, the candidate must show that he has some specialised knowledge of a technical character. The next *Viva* will illustrate this point further.

TEHSILDARSHIP

Chairman. Good afternoon, Syed Abdul Hakeem.

Abdul Hakeem. Good afternoon, Sir.

Q. You are twenty-two, are you not ?

A. Yes, Sir.

***Note that above although that Chairman concluded the viva, he did not terminate the interview with a salutation ; this he left the candidate to do.**

Q. I see you took the degree of B.Sc. in Agriculture at Lyallpur.

A. Yes, Sir.

Q. What help can this degree give you in Tehisildarshship ?

A. The theoretical knowledge, that I have got can be put to practical use by organising model forms in my Tehsil.

Q. You say in your form that you belong to an agriculturist class. Are you an agriculturist by birth or do you till land yourself ?

A, Yes, my parents till land themselves.

Q. You are a person of active habits ?

A. I rise every day at 5 A. M. and take exercise.

Q. Do you know riding ?

A. Yes Sir ! My father owns a horse and whenever I am at home I go out for a ride in the evening.

Q. What is the proper time for sowing wheat in the area, formerly known as the Punjab.

A. The month of October and November.

Q. If, however, a zamindar fails to finish his work by the end of November, what should he do to make up this deficiency ?

A. He should better sow such a quality of wheat which takes less time to ripen or he should first sow the seed and water the field afterwards.

Q. It is said that the yield per acre in Pakistan is much less than everywhere. How far is this true ?

A. This is quite true.

Q. Why this is so ?

A. There are several causes. Want of education is one.

Q. What has education to do with poverty of soil ?

A. It has, for instance, the zamindar does not know

that change of crop raising in one field preserves its fertility. Again he wastes his ample stores of manure by burning animal dung and whatever little quantity he saves he lets its fertility flow away by keeping it open and not storing it up in a ditch and covering it up.

Q. Supposing you are a Tehsildar of a Tehsil in Gujranwala District. What steps you will take to educate the farmers in these preliminaries.

A. By organising 'model farms' by cinema shows at village fairs and through radio broadcast.

Q. Thank you Hakeem Sahib. Good morning.

A. Good morning, Sir.

PAKISTAN ORDNANCE DEPARTMENT

Chairman. Good morning, Mr. A.R. Khan.

A.R.Khan. Good morning, Sir.

Q. Where were you educated ?

A. At the Government College, Lahore.

Q. What is the highest examination that you have passed ?

A. The Bachelor of Science in Physics and Mathematics.

Q. What are you doing at present ?

A. I am working as a Storeman in the West Pakistan Railway.

Q. What kind of store do you handle ?

A. Principally Textiles.

Q. Have you any experience of "costing" and accounting.

A. Only such as I have during the past two years been able to gain.

Q. You would be prepared to go to any Arsenal in Pakistan ?

A. Yes, Sir.

Q. Have you ever drafted a "tender form"?

A. Yes, that has been a part of my work, but we fo.low the Railway Manual.

Q. Could you distinguish between pig iron and steel?

A. Yes.

Q. How would you carry out a check of metal stores.

A. I have not handled this class of stores, but I think it can be done best by "measurement of floor space."

Q. You, of course, realise that you would be expected to enlist in the Army and receive the pay laid down for your rank and in other respects be amenable to Army Regulations so far as leave, discipline and privileges are concerned?

A. I understand that.

Q. Are you a sportsman?

A. I am a member of the 2nd Hockey XI of the P W.R. and I play cricket too.

Q. Have you ever been to Rawalpindi.

A. I know Rawalpindi well.

Q. Have you visited the Army Clothing Factory there?

A. No, Sir.

Q. You have no experience of "indenting', I suppose?

A. Very little, but I am familiar with indent forms.

Q. It is usual to start new men in the grade of Assistant Storemen and after due training to appoint them as Storemen. Would this satisfy your ambitions or would you be tempted later to drift into some more lucrative position which may offer.

A. I have definitely decided to adopt this career, if I am selected

Chairman. I think that will be all, thank you. Good morning.

A.R. Khan. Good morning, Sir.

DUFFERIN & NAVAL EXAMINATIONS

[These questions of a general character illustrate the kind of information that may be expected from candidates for such *Viva* as are held in connection with admission into the "*Dufferin*" Entrance and Naval Examinations].

Q. What is your caste ?

A. I am a Kashmiri.

Q. What claims have members of your caste on the fighting services ?

A. No traditional claims, but caste distinctions, to-day, should not disqualify for any of the services ; I am very keen on being a sailor.

Q. Have you ever been on the sea ?

A. No, Sir.

Q. Do you think you would like it ?

A. I do.

Q. The life of a sailor is a hard one. What makes you prefer it to that, for instance, of a soldier ?

A. It is more healthy and one sees more of life, besides which the stories of Naval heroes that I have read have inspired me to follow in their footsteps.

Q. Which heroes of English Naval History appeal to you ?

A. Nelson, Drake and Captain Cook.

Q. What interesting anecdotes do you connect with Nelson and Drake ?

A. Nelson at the Battle of Trafalgar seeing his ships outnumbered by the French, signalled to his fleets before the battle the famous message :—"England expects every man to do his duty," and Drake was so calm in the face of danger from the Spanish Armada that he continued his game of bowls on Plymouth Hoe till the last moment.

Q. Are yon a Scout ?

A. I am.

Q. How many Scouts are there in your troop ?

A. There are forty.

Q. What badges have you earned ?

A. I am a First Class Scout and nave badges for Swimming, First Aid and Knotting.

Q. What is the difference between a Reef knot and a Slip knot ?

A. I could illustrate it with a piece of string.

Q. What games do you play ?

A. Football and Volley-ball.

Q. Which is more strenuous ?

A. Football, because the field is larger and the ball travels faster.

Q. How long could you remain under water ?

A. Ten seconds.

Q On how many feet does a horse trot ?

A. On all four.

Q. And gallop ?

A. The fore legs come down first ?

Q. What is the term used in measuring horses ?

A. "Hands."

Q. Would a fourteen hand horse be a large animal ?

A. Not very.

Q. What are the chief railways of Pakistan ?

A. The PWR and PER.

Q. What are the chief stations on the P.W.R. from Lahore to Karachi ?

A. Montgomery, Multan, Khanewall, Bahawalpur, Rohri, Sukkur, Khairpur and Hyderabad.

Q What is the difference between a Marine and a Navy.

A. A marine is the merchant side of the Navy ; whereas the Navy itself is the protecting armed fleet.

Q. What is the importance of Aden, Karachi and Bombay ?

A. Aden is the headquarters of the East Indies Naval squardron at the entrance to the Indian Ocean and controls ht Arabian Sea. Karachi is the headquarters of the P.A.F. in Pakistan. Bombay is the home of the Indian Navy.

Q. What are the Islands in the Indian Ocean ?

A. The Laccadives, Maldives, Nicobar and Andamans.

Q. Who is the Flag Officer Commanding of Pakistan Navy ?

A. Rear Admiral S.M. Ahsan.

EXCISE AND TAXATION DEPARTMENT

Candidate. Assalam-o-Elakum.

All Members. Wa-Elakum Salam, S. Feroze Ḥasan.

Chairman. Have a seat, please.

A. Thank you.

Q. What are the main sources of Government income.

A. The main sources of Government income are through foreign trade, land revenue, taxation, custom, Excise and the sort.

Q. What is essential for the stability of a Government ?

A. It should be economically as well as politically strong enough.

Q. What is provident Fund and an Insurance Policy ?

A. A Provident Fund is a provision by voluntary contribution assisted by an equal contribution of a percentage salary by the earner and the employee.

An Insurance Policy is an investment by small pay-

ments with a company to provide a lump-sum for the contributor on maturity of his policy either on life or for a period of years.

Q. That is true.

2nd Member. What was your subject in M.A., Syed Feroze Hasan ?

A. Economics.

Q. What do you understand by economic warfare ?

A. Warfare which involves the control or war material, food-stuffs and other economic produce.

Q. Do you think it is an independent branch of warfare ?

A. No, it is only an offshoot of the fighting with arms.

Q. How our country participated in economic warfare during 1940-46 ?

A. By supplying the allies with manufactures and primary goods and withholding these from the enemy.

Q. Do you think our country had benefitted economically ?

A. In a way she had. Her industries had got a fillip hitherto unknown. But as good many foreign markets had been closed to her, she on the whole had lost in trade.

Q. What had this loss amounted to ?

A. About Rupees thirty crores in the middle of 1940.

Q. What step would you suggest to counteract if such a loss is now sustained ?

A. I think we could create new markets in Indonesia, Socialist Countries and Middle East by despatching periodical trade missions.

Q. What articles could you sell to Indonesia ?

A. Jute and cotton for instance.

Q. Couldn't you sell sugar ?

A. Not in appreciable quantities. Indonesia could get cheaper sugar nearer home.

Q. Do you know there has been crisis in the sugar industry ?

A. Yes.

Q. What has it been due to ?

A. Due to war, mostly. Sugar prices like those of many commodities went high, and the resulting high price of cane led most of it to be diverted to the sugar factories instead of the usual making of *gur*. There was thus huge over-production.

Q. But couldn't this over-production have been met with the simple expedient of restricting the turnover of the factories ?

A. No, because this would involve enormous wastage of sugar-cane and, therefore, loss to the growers.

Q. To what countries then could you send this surplus produce ?

A. To very few, I am afraid.

Q. What remedies have then been suggested to overcome the crisis ?

A. Arrangements have been made to carry forward stocks, to decrease future supplies and to increase home demand.

Q. How far, do you think, are they likely to be successful ? I am doubtful whether, for instance, you could safely increase the home demand. Could you ?

A. At least I know there is much scope of greater home consumption in one country.

Q. May be, but to increase demand you must lower prices, which in turn would mean a fall in the value of stocks and consequent serious financial troubles.

A. That is true, but in the face of restriction of foreign markets, this perhaps would have to be faced.

Q. Well, Mr. Shah, you should see that you don't fall from the frying pan to the fire !

Chairman. We have finished, Syed Feroze Hasan. Good Morning.

A. Good Morning.

SUB JUDGES

Chairman. Good morning, Mr. Bashir Ahmed, Farooqui.

Candidate. Good morning, Sir.

Q. Take a chair.

A. Thank you, please.

Q. You graduated in the English only or, what is commonly termed, you are a 'via-Bathinda graduate' and as such, you do not seem to justify your appointment to the post of a Sub-judge. Is't not so ?

A. You may be right, sir, but I regert to differ with it.

Q. A full-fledged graduate has to qualify himself in various subjects syetematically and is, therefore, equipped with alround knowledge. What makes you to differ with this ideology ?

A. Sir, I graduated after qualifying myself in the Examination of "FAZAL-I-FARSEE". I have had to read, mark and inwardly digest various subjects, which not only armed me in all primary wisdoms of law but also awoke my mental faculties. I am a generalist and just like the officers of Civil Services, can pilot any job assigned to me.

Q. How is't that you have acquired fathomable knowledge of law by passing the *FARSEE* Examination ?

A. I have a great pleasure, sir, in making a clear breast of the facts that the curriculum of this examination helps a long way in gleaning the knowledge of this class. You may also kindly recollect that in the past Islamic Regimes, such Diploma Holders were appointed as *QAZIS* and also acted as *VAKILS*.

Q. Your line of argument is no doubt plausible, but you have fairly advanced in age. How can you prove a match for an aspiring young collegiate ?

A. It is sheer an irony of fate that I could not regulate my studies at stretch in the younger age and have had to stagger my onward march abreast to my other busy-cares of life. My life is still bifurcated into : (*i*) a family man ; (*ii*) a Government Servant ; and (*iii*) a student. In my humble opinion such a man stands as a chain of incessant struggles and is fired with the ever-increasing enthusiasm and zeal to strive, struggle and seek. With this burning impulse, high sense of proportion and mature understanding, he stands a better chance to sublime his career than the one labelled with a college degree.

2nd Member. When did you take your Law Degree, Mr. Farooqui ?

A. In 1967.

Q. Did you participate in Law Moots ?

A. I did, on one occasion.

Q. What branch of law was involved in it ?

A. It was an action in Tort.

Q. Tort. Well, how an action in Tort differs from actions under other branches of law ?

A. All actions are based either on the breach of a law or of a contract ; but an action in Tort is not based on either. An action on Tort is founded on the breach of an obligation resembling an 'implied contract'.

Q. Could you give me an example of a Tort ?

A. Any act of negligence, causing a mental shock to a person may give rise to a Tort.

3rd Member. There is a common notion among the people that 'a lawyer is a liar' ! What are your feelings about that ?

A. I have a strong conviction against this notion. There is a world of difference between a moral truth and a

legal truth. So it is not rare that a moral truth is a falsehood in the eyes of law and the ignorance of this fundamental distinction between the two leads the people to that notion.

Chairman. That's all, Mr. Farooqui. Good morning.

Mr. Farooqui. Good morning.

MODERN C.S.S.P. INTERVIEWS

The interviews conducted by the Pakistan Public Service Commission for the selection of candidates for the Central Superior Services of Pakistan is the most important of all the interviews conducted by the Commission. It is important for the candidate and equally important for the country's safe, wise and just administration which will depend considerably on the right choice of interviewee.

The Commission fixes a certain percentage—varying from 42 to 45 of the maximum marks for the written test as the qualifying marks for purposes of interview. The candidates who fail to get this percentage of marks are not called for an interview. The minimum qualifying marks are 100 out of 300, but there is little difference between candidates who obtain the bare qualifying marks and those whom the Board finally rejects as unsuitable. The number of candidates who abtain half marks or over varies from 30 to 35 per cent of the candidates called for interview. Outstanding candidates are extremely few. The highest marks awarded seldom exceed 270 or 280 and four to five per cent of candidates obtain over 250. Candidates who obtain 200 marks or over are considered first class.

The above figures, which have been taken from the Commission's reports for various years, show that it is not quite easy to get first rate marks in interview unless a candidate possesses definite qualities to secure recognition from the Interview Board. Obvious qualities which he must develop are *personailty* ; *good manner* ; *cultured speach* ; *originality* : *quickness of understanding* ; *initiative* ; and above all, *a broad general knowledge*. The Board will watch for all these qualities and, apart from the last named, others

will be silently noted. The candidate cannot have any indication of the standard by which he is being judged and so he must aim at the maximum impression in all. In General knowledge his intelligence and capacity to express himself concisely and accurately, will weigh considerably. A close study of the chief events of the day as well as of a few months preceding the day of interview is an indispensabe part of the preparation. About his own record as avlailable to the Board, he must be on his guard to avoid any misrepresentation. The Board has laid a great stress on this aspect and has pointed out that a character certificate should give full information about the activities of a candidate as known to the person writing the certificate. Otherwise, the Board is handicapped by the scant information given in the character certificates of many candidates.

A candidate should not fail to understand the psychology of the members of the Board. The Chairman often judges the character of the interviewee, another member may try to form an apinion of candidate's worth by his own decade old standard, slightly intermingled with present-day standards of judgement. Such an interviewer is very tough and great care must be exercised in answering his questions. The third member might have religious leanings and ask questions concerning Islam *vis-a-vis* other religions. The fourth member might be a specialist and might put questions concerning some special aspect of his subject or the importance and complications of a political event in a country. On the whole, the Central Superior Services interview requires all the latent qualities of the head and heart to justify one's suitability for this responsible post.